

# South Dakota

## Nursing Workforce Supply and Employment Characteristics



*South Dakota*  
Center for Nursing Workforce



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## Introduction

This *2013 Report on South Dakota's Nursing Workforce* was prepared by the South Dakota (SD) Center for Nursing Workforce. The report provides information on South Dakota's current nursing workforce supply and compares it with historical data and with future projections regarding supply and demand for nurses. The report also includes findings from data gathered from each nurse license renewal application submitted to the South Dakota Board of Nursing (SDBON). Similar supply reports were published in 1996, 1999, 2002, 2005, 2007, 2009, and 2011; copies are available from the SD Center for Nursing Workforce. This report focuses on supply and characteristics of nursing workforce:

- *Licensed Practical Nurses (LPN)*
- *Registered Nurses (RN)*
- *Certified Nurse Midwives (CNM)*
- *Certified Nurse Practitioners (CNP)*
- *Certified Registered Nurse Anesthetists (CRNA)*
- *Clinical Nurse Specialists (CNS)*
- *Nursing Education Faculty*

The SD Center for Nursing Workforce, initially funded by the Robert Wood Johnson Foundation, was established in 1996 as the SD Colleagues in Caring Project. At the completion of the grant in 2002, state legislation was enacted in the Nurse Practice Act. This legislation, SDCL 36-9-95 and 36-9-96, created the Nursing Workforce Center and a source for funding. The SDBON is the lead agency for the SD Center for Nursing Workforce. The mission of the Center is to *design a nursing workforce prepared to partner with South Dakota citizens to meet their changing health needs*. Members of the SD Center for Nursing Workforce Governance Council provide guidance and strategic direction to the Center for Nursing Workforce.

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The Center for Nursing Workforce is proactively preparing to meet the demands of SD's citizens to ensure SD continues to have a nursing workforce prepared to meet SD citizens' changing health needs.

## Overview & Methods

This report focuses on SD's nursing supply. Nursing supply is measured by the number of actively licensed nurses. Because supply can be overstated by assessing only the total number of actively licensed nurses, this report also measures the number of hours worked/volunteered in the profession, which demonstrates their level of participation in the nursing workforce.

The SD Center for Nursing Workforce analyzed aggregate licensure and employment data from each actively licensed nurse upon biannual licensure renewal, reactivation, and/or reinstatement of a nursing license. Employment data was collected and entered by the South Dakota Board of Nursing (SDBON); aggregate data was produced by the SD Central Data Processing in Pierre. For historical comparison, data from previous nursing workforce supply reports may be compared to the 2013 data.

The number of responses provided on applications may not correspond with the number of respondents. For example, nurses who work part-time at a clinic and part-time at a hospital may correctly identify both employment locations. Conflicting and contradictory responses are also possible and cannot be clarified once the data has been received.

The response rate of completed employment data returned by nurses who renewed, reactivated, or reinstated their licenses during the data collection period from January 1, 2011 through December 31, 2012 is displayed in the table below.

Number of Nurses Who Renewed, Reactivated, Reinstated		Completed Data Received	Response Rate
<i>LPN</i>	1,877	1,877	100%
<i>RN</i>	11,710	11,180	95%
<i>CNM</i>	22	22	100%
<i>CNP</i>	416	416	100%
<i>CRNA</i>	344	344	100%
<i>CNS</i>	65	64	98%

## Supply and Characteristics of Nurses

### LICENSURE STATUS

As of December 31, 2012 the SDBON reported 14,762 actively licensed RNs, 2,424 actively licensed LPNs, 28 actively licensed CNMs, 544 actively licensed CNPs, 418 actively licensed CRNAs, and 74 actively licensed CNSs. Data presented in the table demonstrates a positive growth in supply of the total number of actively licensed nurses in every category with the exception of CNSs.

### *Actively Licensed Nurses, % Change for Selected Years 2007 – 2012*

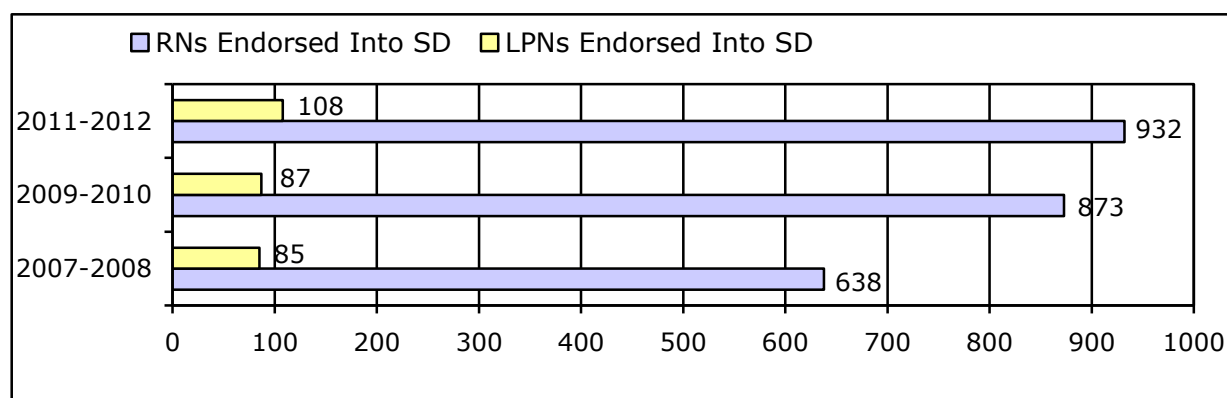
NURSES	2012	%	2010	%	2009	%	2007
<i>LPNs</i>	2,424	+3.3	2,347	+4.6	2,243	+1.7	2,206
<i>RNs</i>	14,762	+8.6	13,597	+7.6	12,636	+8.7	11,626
<i>CNMs</i>	28	+21.7	23	-1.3	26	+36.8	19
<i>CNPs</i>	544	+28.0	425	+14.5	371	+12.8	329
<i>CRNAs</i>	418	+9.4	382	+2.7	372	+6.0	351
<i>CNSs</i>	74	-5.1	78	-1.3	79	-2.5	81
<b>TOTAL</b>	<b>18,250</b>	<b>+8.3</b>	<b>16,852</b>	<b>+6.7</b>	<b>15,727</b>	<b>+7.1</b>	<b>14,612</b>

Note: The percent change reflects a comparison from the indicated year to the previous year.

## MIGRATION PATTERNS

Migration trends for nurses are reflected in SDBON endorsement and employment data. Endorsement data represent the number of LPNs and RNs who license into SD from another state, as shown in the table. Endorsement information on the number of nurses migrating out of SD is difficult to capture. To license in another state, nurses request that licensure information be sent to the other state. It is uncertain, however, whether the nurse is actually leaving the state to migrate to another state to work, or if the nurse is continuing to reside in SD and working in multiple states.

SD and surrounding states Nebraska, Iowa, and North Dakota participate in a mutual recognition model of nurse licensure. This is referred to as the multi-state nurse licensure model, or the Nurse Licensure Compact (NLC). Currently, 24 states have implemented the NLC. The NLC allows a nurse to hold one RN or LPN license in their state of residence and to use that license to practice in the other participating states. Consequently, the actual number of nurses actively practicing in SD at any given time is difficult to measure.



Employment data collected from LPNs, RNs, and Advanced Practice Nurses (APN) regarding "States other than SD in which you are licensed" is presented below. The majority of RN and LPN respondents indicated that they hold licensure in only SD, which is consistent with previous workforce reports. APNs consistently reflect the highest percentages of nurses who hold multiple state licenses. One explanation may be that SD does not participate in an APN multi-state licensure compact and, as a result, APNs must license in each state in which they practice.

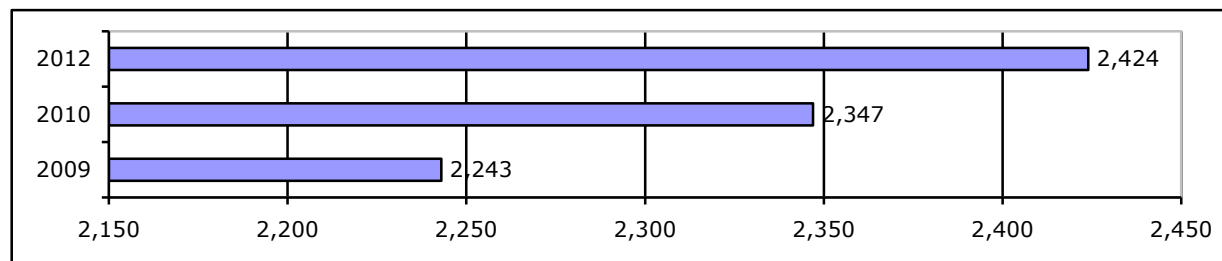
### Percentage of Nurses Licensed in Multiple States

Licensed in:	LPN	RN	CNM	CNP	CRNA	CNS
SD only	1720 (91.6%)	9801 (87.7%)	13 (59.1%)	283 (68%)	227 (66%)	49 (76.6%)
1 other state	133 (7.1%)	866 (7.7%)	6 (27.3%)	97 (23.3%)	60 (17.4%)	12 (18.8%)
2 other states	20 (1.1%)	215 (1.9%)	2 (9.1%)	28 (6.7%)	26 (7.6%)	3 (4.7%)
3 other states	3 (0.2%)	53 (0.5%)	0	4 (1%)	8 (2.3%)	0
4 or more other states	1 (0.1%)	245 (2.2%)	1 (4.5%)	4 (1%)	23 (6.7%)	0

## Licensed Practical Nurses

### LICENSURE STATUS

As of December 31, 2012 the SDBON reported 2,424 actively licensed LPNs. Data reflected an increase in the supply of LPNs (77) from 2010 to 2012, a positive change of 3.3%. Licensure data revealed that 456 new LPNs were licensed in SD during the time period of January 1, 2011 to December 31, 2012. Of those, 348 were added as new graduates, those who sat for the licensing exam; 108 were added by endorsement from another state.



### GENDER

The gender of actively licensed LPNs in SD remained predominantly female.

	2012		2010		2009	
Male LPNs	102	4.2%	81	3.6%	71	3.2%
Female LPNs	2,322	95.8%	2,266	96.4%	2,172	96.8%
TOTAL	2,424	100%	2,347	100%	2,243	100%

### RACE/ETHNIC BACKGROUND

The majority of LPNs are white/Caucasian. Minority nurse populations continue to be under-represented. The following table presents comparisons of ethnic distribution of all SD citizens and actively licensed LPNs.

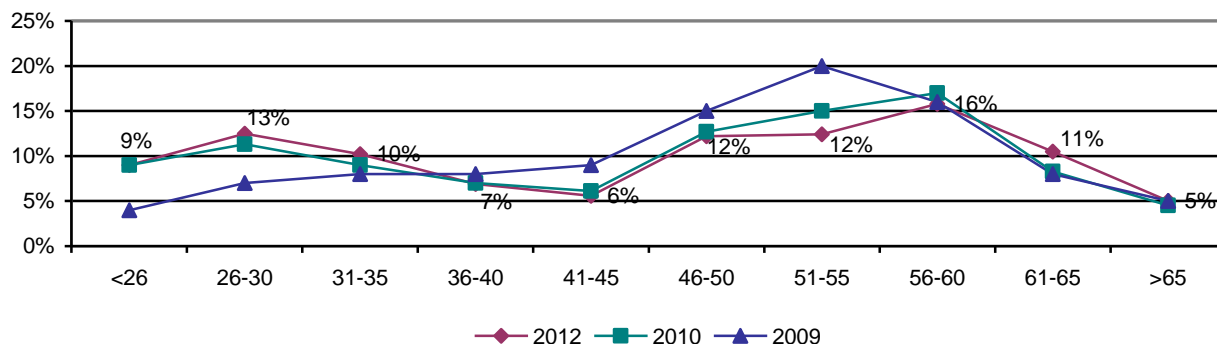
	American Indian	Black/African American	White / Caucasian	Asian/Pacific Islander	Other / Unknown	Hispanic/Latino
SD Population <sup>1</sup>	8.9%	1.4%	86.6%	1.1%	--	2.9%
SD LPNs	4.0%	1.4%	91.9%	0.5%	1.4%	0.9%

### AGE

Age distribution of actively licensed LPNs is shown in the table and figure below. SD's largest percentage of LPNs, 43.7%, were 51 years and older. The <26 and 26-30 age groups had positive growth and comprised 21.5% of the population. The average age of an LPN is 46. Renewal data revealed that 217 LPN respondents, 11.6%, intend "to leave or retire from nursing within the next five years".

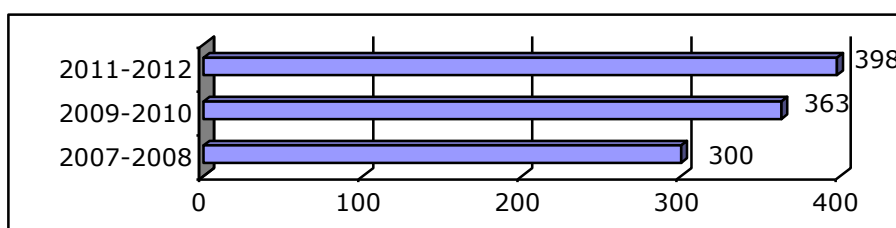
Age Range	2012		2010		2009	
<26	217	9.0%	213	9.1%	87	4%
26-30	302	12.5%	265	11.3%	163	7%
31-35	248	10.2%	212	9.0%	177	8%
36-40	167	6.9%	165	7.0%	177	8%
41-45	135	5.6%	143	6.1%	203	9%
46-50	295	12.2%	299	12.7%	340	15%
51-55	300	12.4%	351	15.0%	449	20%
56-60	384	15.8%	399	17.0%	360	16%
61-65	255	10.5%	194	8.3%	177	8%
>65	121	5.0%	106	4.5%	110	5%
Total	2424	100%	2347	100%	2243	100%

## LPN Age Distribution



## EDUCATIONAL PREPARATION

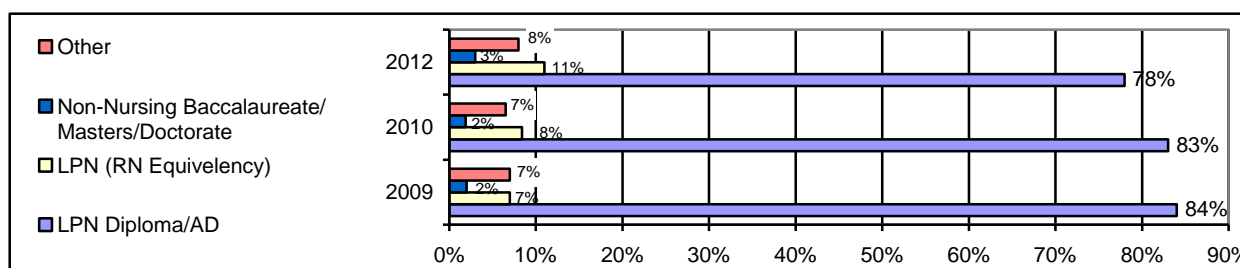
The number of new LPN graduates produced in SD has steadily increased<sup>2</sup>, as reflected in the table. In 2012 SD had 6 approved practical nursing education programs, an increase of one program since 2011.



## HIGHEST EDUCATIONAL PREPARATION

Consistent with previous SD nursing workforce reports a majority, 78%, of LPN respondents indicated their highest educational preparation at the PN diploma or associate degree level. LPNs prepared with a baccalaureate, associate, or diploma RN in nursing comprised 11%, while 3% hold a non-nursing baccalaureate, master's or doctorate degree.

Nearly 26% of LPNs indicated that they are "currently enrolled in education classes leading to an advanced nursing degree" as compared to 18% in 2010 and 12% in 2009.



## EMPLOYMENT DATA

### Employment Status

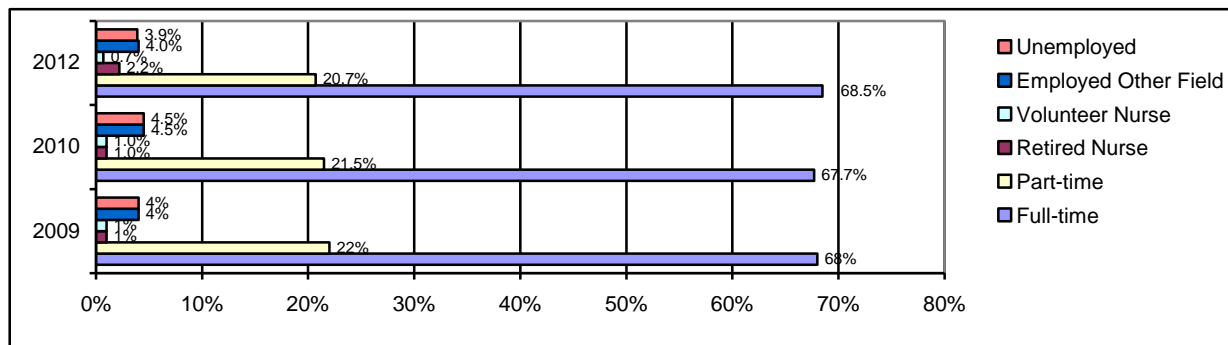
Employment data collected from LPNs continued to reflect a high percentage employed in the nursing profession as illustrated below. This data is consistent with previous SD Nursing Workforce Supply reports published from 1999 to 2011 which described actively licensed LPNs employed at least 82% – 91% in the nursing profession.

Data collected during this renewal period, January 1, 2011 to December 31, 2012, revealed 89.2% of LPN respondents were employed either full-time (FT) (68.5%) or part-time (PT) (20.7%) in nursing positions.

A retired or volunteer nurse may continue to maintain an active license if they meet SD renewal criteria. To renew a license, a nurse must provide evidence of a minimum of 140 hours in a 12-month period or an accumulated 480 hours within the past 6 years of employment or volunteer work as a nurse.



### LPN Employment Status



### FTE Status

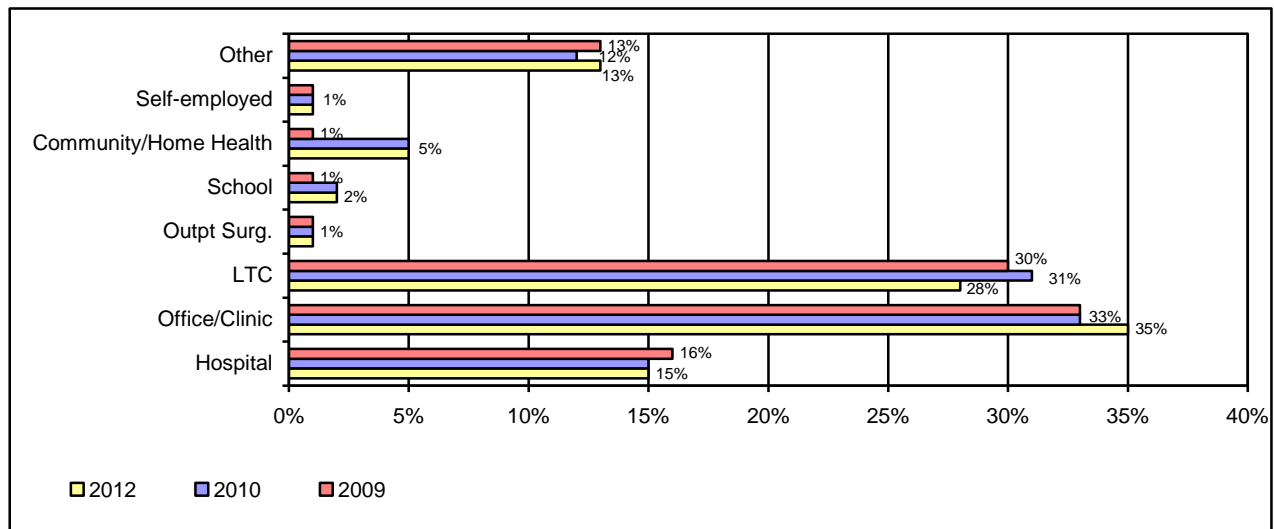
An important aspect of measuring nursing supply is assessing how many licensed nurses are working or available to the nursing workforce. Data collected on employment was used to formulate LPN full-time equivalency (FTE) status. As shown in the table, an estimated 2,162 LPN FTEs are available to the workforce, an increase of 321 LPN FTEs since 2011.

### Estimated LPN FTEs

Percentage FT (1.0) Responses	Percentage PT (0.5) Responses	Estimated Actively Licensed LPN FTEs Available
2,424 LPNs x <b>68.5% FT</b> = 1,660 FTEs	2,424 LPNs x <b>20.7% PT</b> / 0.5 = 502 FTEs	1,660 + 502 = 2,162 Total FTEs

### Places of Employment

The majority of LPNs were employed in the following settings: office/clinic (35%), long term care (28%), and hospital (15%), during the data collection period of January 1, 2011 to December 31, 2012. LPNs employed in office/clinic, long term care, and hospital settings remain fairly consistent since 2009.



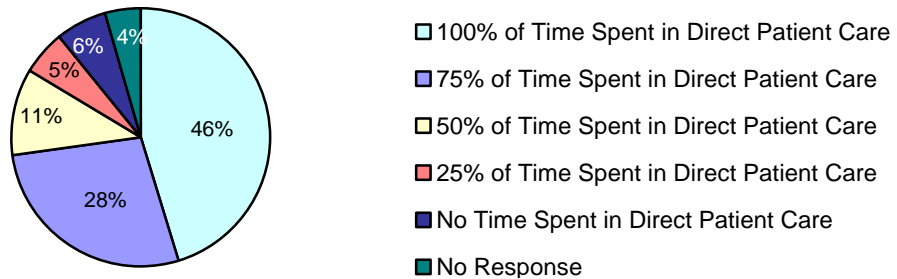
The following table displays the percentage of LPNs employed during the data collection period of January 1, 2011 to December 31, 2012 by the top three employers of LPNs in SD. Information presented is based on the estimated total LPN FTEs.

### LPN FTE Ratios

Practice Setting	% Employed	X FTEs	= FTEs Employed
Hospitals	15%	2,162	324
Long Term Care / Nursing Facilities	28%	2,162	605
Clinics / Offices	35%	2,162	757
<b>Total</b>	<b>78%</b>	<b>--</b>	<b>1,686</b>

### Time Involved in Direct Patient Care

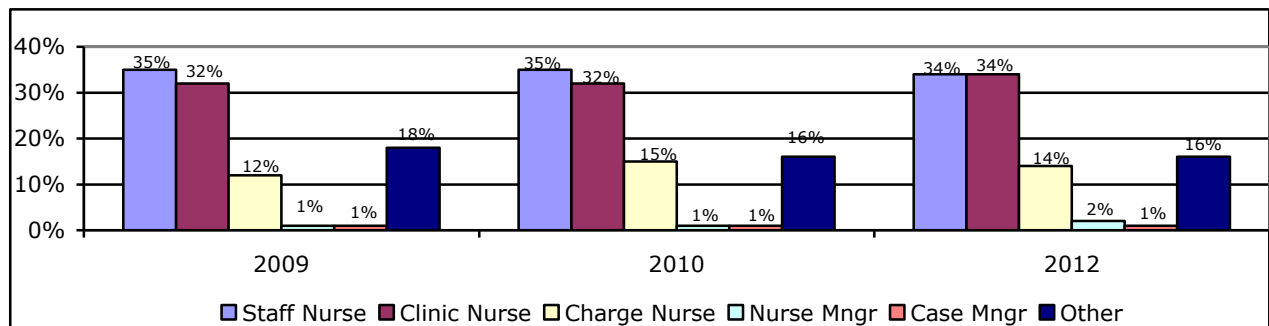
Similar to previous workforce reports, a large number of LPNs reported that in their current LPN positions, a significant percentage of their time is involved in direct patient care.



### Nursing Position

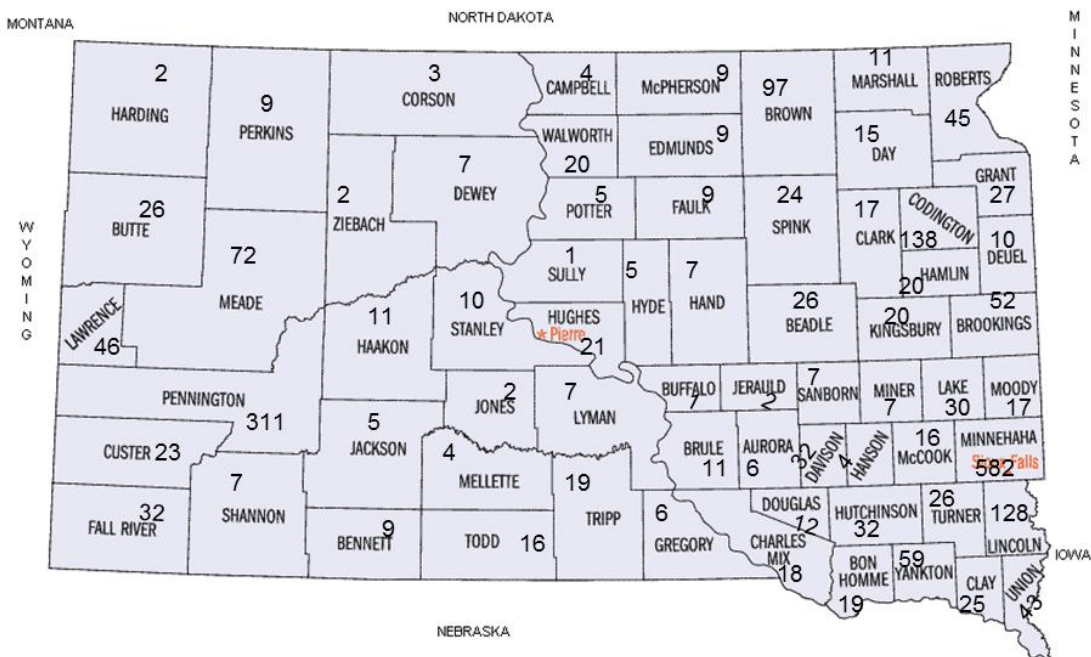
Consistent with previous SD nursing workforce reports, the majority of LPN respondents during the data collection period of January 1, 2011 to December 31, 2012 indicated the type of position they held was a staff nurse (34%), clinic nurse (34%), or charge nurse (14%).

### Percentage of LPN Positions Held



### DISTRIBUTION of LPNs

The 2,298 LPNs who reside in SD counties are shown on the map. The 126 LPNs who reside outside of SD and those practicing in SD using a multistate compact license are not included on the map.

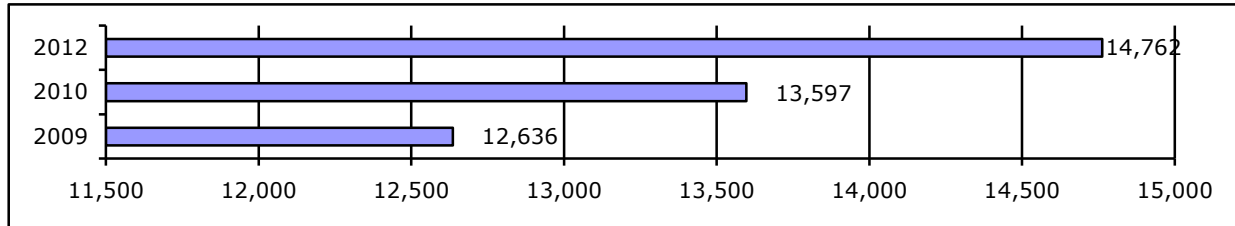


## Registered Nurses

### LICENSURE STATUS

As of December 31, 2012 the SDBON reported 14,762 actively licensed RNs. Data continues to reflect positive growth in the supply of RNs from January 1, 2011 to December 31, 2012 with an increase of 1,165 nurses, a positive change of 8.6% since 2010.

Licensure data revealed that 2,222 new RNs were licensed in SD during the period from January 1, 2011 to December 31, 2012; 1,290 were added as new graduates, those who sat for exam, and 932 were added by endorsement from another state.



### GENDER

The gender of actively licensed RNs in SD remains predominantly female. Male RNs comprise 8.3% of the RN population in 2012, a steady increase since 2007. The national population of male RNs<sup>3</sup> is 9.6%.

	2012		2010		2009	
SD Male RNs	1,221	8.3%	1077	7.9%	999	7.9%
SD Female RNs	13,541	91.7%	12,520	92.1%	11,637	92.1%
TOTAL	14,762	100%	13,597	100%	12,636	100%

### RACE/ETHNIC BACKGROUND

The majority of actively licensed RNs in SD are white/Caucasian; minority nurses continue to be under-represented. The following table presents comparisons of ethnic distribution of SD's citizens, licensed SD RNs, and RNs in the United States.

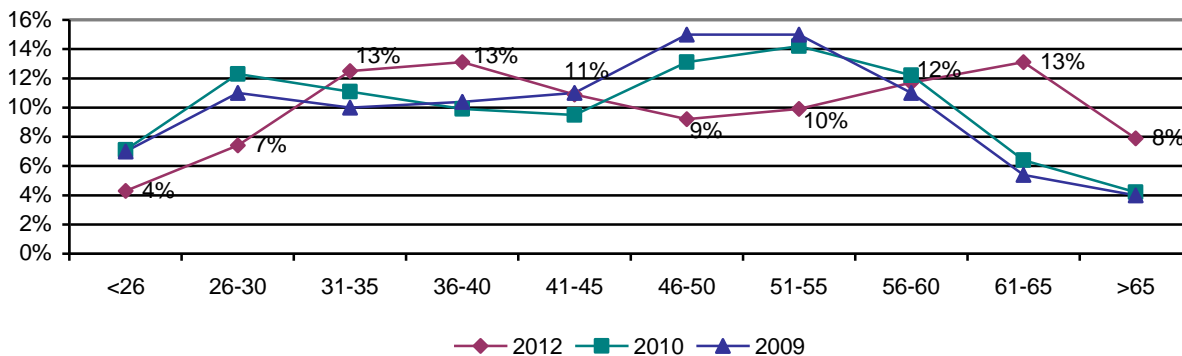
	American Indian	Black/African American	White / Caucasian	Asian/Pacific Islander	Other / Unknown	Hispanic/Latino
US Population <sup>1</sup>	1.2%	13.1%	78.1%	5.2%	2.3%	16.7%
U.S. RNs <sup>3</sup>	0.3%	5.4%	83.2%	5.8%	1.7%	3.6%
SD Population <sup>1</sup>	8.9%	1.4%	86.6%	1.1%	--	2.9%
SD RNs	2.2%	1.6%	93.7%	0.9%	1.2%	0.4%

### AGE

Age distribution of actively licensed RNs is shown in the table and figure below. Over 37% of RNs were less than 26 years to 40 years, while those 51 years and older comprised 42.6% of licensed RNs. The average age was 44 years old; the national average<sup>3</sup> is 46. Data collected during this renewal period, January 1, 2011 to December 31, 2012, revealed that 1,242 (11.1%) RNs intend "to leave or retire from nursing within the next five years".

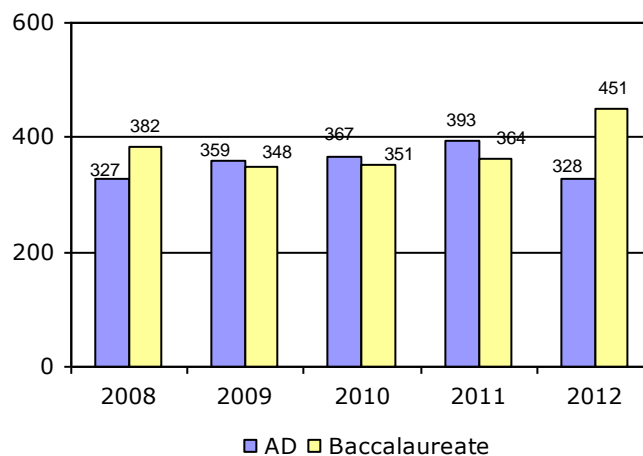
Age Range	2012		2010		2009	
<26	637	4.3%	963	7.1%	884	7%
26-30	1093	7.4%	1670	12.3%	1413	11%
31-35	1845	12.5%	1508	11.1%	1291	10%
36-40	1932	13.1%	1345	9.9%	1309	10.4%
41-45	1606	10.9%	1295	9.5%	1374	11%
46-50	1362	9.2%	1787	13.1%	1857	15%
51-55	1464	9.9%	1927	14.2%	1898	15%
56-60	1724	11.7%	1659	12.2%	1412	11%
61-65	1940	13.1%	875	6.4%	676	5.4%
>65	1159	7.9%	568	4.2%	522	4%
Total	14,762	100.0%	13,597	100%	12,636	99.8%

## RN Age Distribution



## EDUCATIONAL PREPARATION

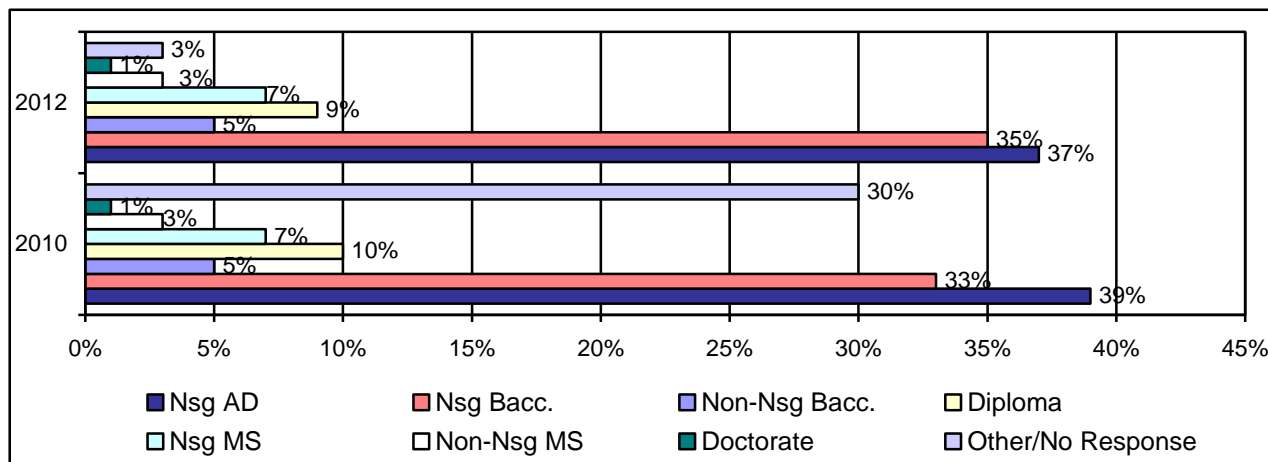
In 2012, SD had 6 baccalaureate degree RN programs, 2 accelerated baccalaureate RN programs, and 5 associate degree RN programs. SD's associate and baccalaureate nursing programs have produced over 700 new RN graduates each year since 2008, as reflected in the table. Data revealed that almost 58% of the graduates in 2012 were prepared at the baccalaureate degree level and slightly more than 42% at the associate degree level<sup>2</sup>.



## HIGHEST EDUCATIONAL PREPARATION

Consistent with previous workforce reports, the majority of RNs, 37%, responded that their highest educational preparation was at the associate degree level, a 2% decrease since 2010. Respondents who indicated their highest educational level as a baccalaureate degree in nursing was 35%, an increase of 2% since 2010. Also consistent with previous reports, RNs who reported their highest preparation as master's in nursing remained at 7%, and RNs prepared at the doctoral level remained less than 1% (75 nurses), still a slight increase since 2010's report (68 nurses). The number of diploma prepared RNs continues to steadily decline and comprised 9% of RNs in 2012 compared to 20% in 2002.

RNs who responded that they are "currently enrolled in education classes leading to an advanced nursing degree" comprised 33.7% or 3,768 nurses, an increase of 8.7% since 2010 data.

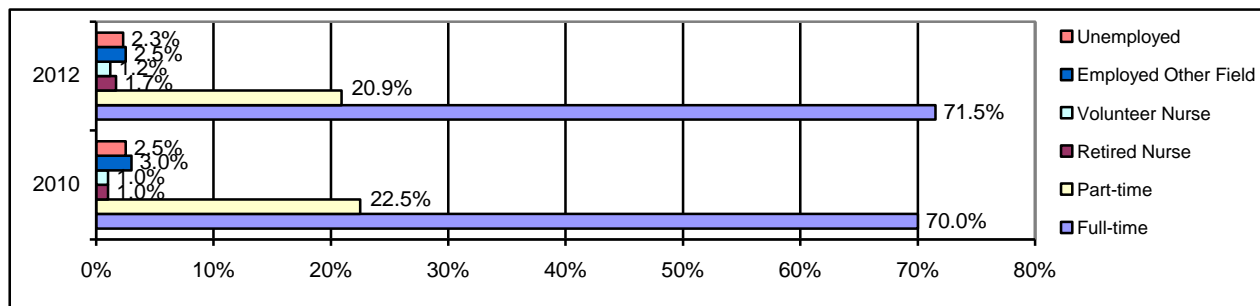


## EMPLOYMENT DATA

### Employment Status

2012 RN employment data was consistent with earlier nursing workforce reports in which nurses were employed between 88% – 93% in full-time (FT) or part-time (PT) nursing positions. Data collected during this renewal period, January 1, 2011 to December 31, 2012, again revealed a high percentage, 92.4%. As illustrated below, RNs who responded as working in the nursing profession FT comprised 71.5% while 20.9% reported PT; 2.5% responded that they were employed in a field other than nursing; 2.3% were unemployed; 1.7% retired; and 1.2% of RNs were volunteer nurses.

A retired or volunteer nurse may continue to maintain an active license if they meet SD renewal criteria. To renew a license, a nurse must provide evidence of a minimum of 140 hours in a 12 month period or an accumulated 480 hours within the past 6 years of employment or volunteer work as a nurse.



### FTE Status

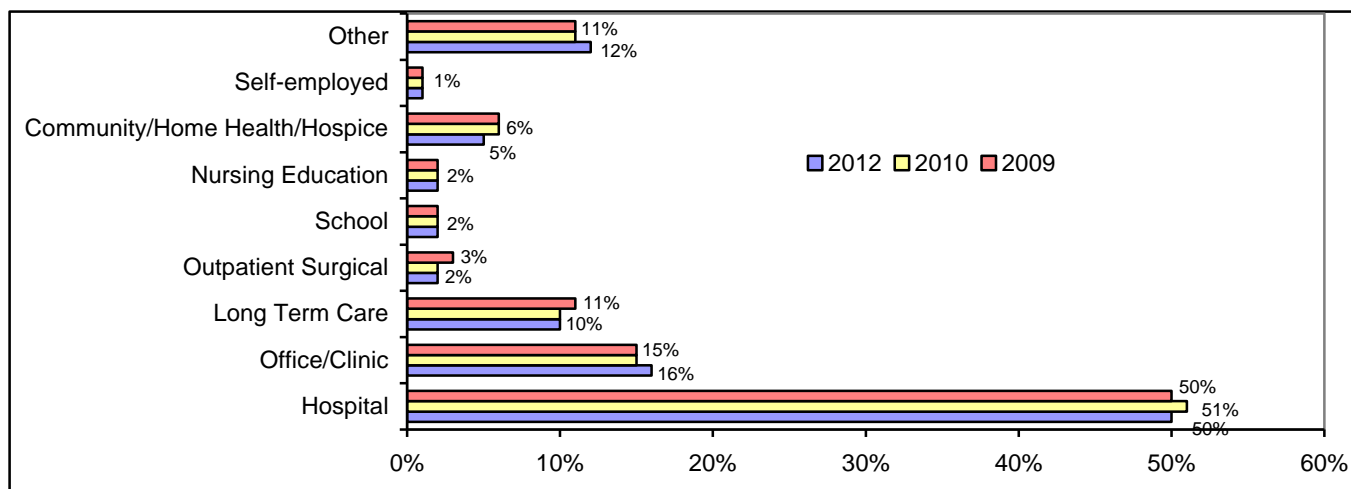
An important aspect of measuring nursing supply is assessing how many licensed nurses are working in or available to the nursing workforce. Data collected on employment was used to formulate RN full-time equivalency (FTE) status. As shown in the table, an estimated 12,098 RN FTEs are available to the workforce, an increase of 1,050 RN FTEs since 2010.

### Estimated RN FTEs

Percentage FT (1.0) Responses	Percentage PT (0.5) Responses	Estimated Actively Licensed LPN FTEs Available
14,762 RNs x <b>71.5% FT</b> = 10,555 FTEs	14,762 RNs x <b>20.9% PT</b> / 0.5 = 1,543 FTEs	10,555 + 1,543 = 12,098 Total FTEs

### Places of Employment

Consistent with previous reports, the majority of RNs were employed in the following top three settings: hospital (50%), office/clinic (16%), and long term care (10%). Percentages for all healthcare settings, shown below, remained fairly consistent with previous reporting periods.



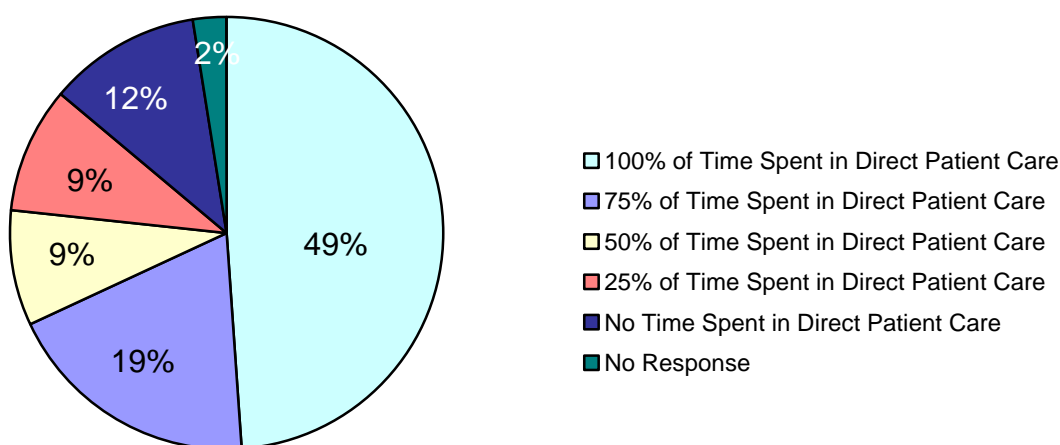
The following table displays the percentage of RNs employed in SD during the data collection period of January 1, 2011 to December 31, 2012 by the top three employers. Information presented is based on the estimated total RN FTEs.

#### RN FTE Ratios

Practice Setting	% Employed	X FTEs	= FTEs Employed
Hospitals	50%	12,098	6,049
Long Term Care / Nursing Facilities	10%	12,098	1,210
Clinics / Offices	16%	12,098	1,936
<b>Total</b>	<b>76%</b>	<b>--</b>	<b>9,195</b>

#### Time Involved in Direct Patient Care

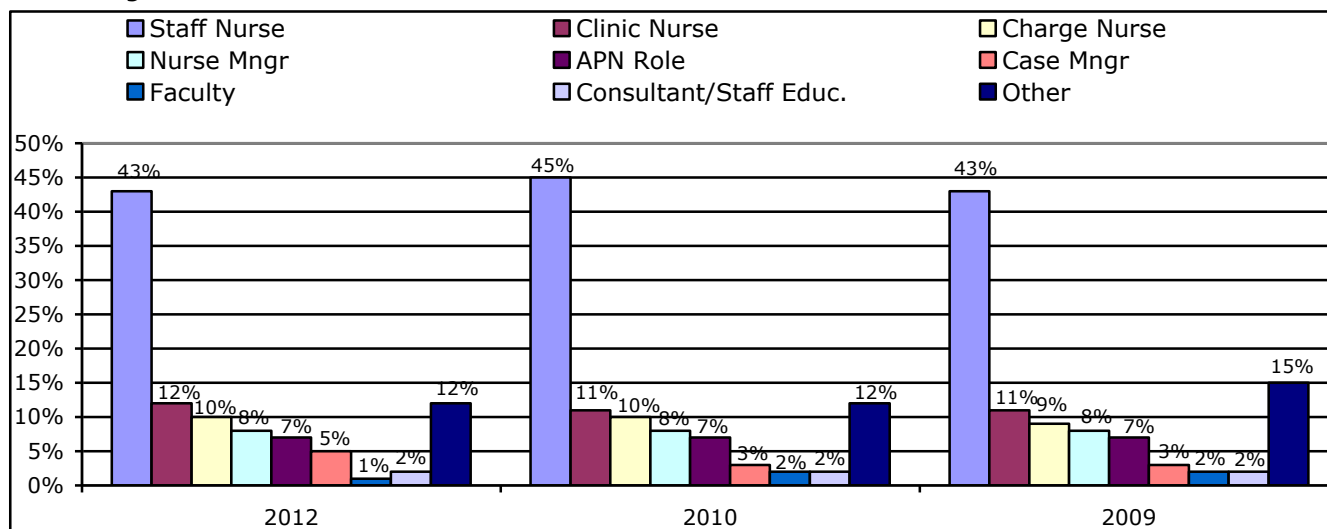
In 2012 the majority of RN respondents, 68%, indicated spending 75% to 100% of their time in direct patient care, compared to 69% in 2010. As shown in the chart below, most RNs spend time in direct patient care.



#### Nursing Position

Percentages of the types of positions RNs held remained fairly consistent since previous reports. RNs in staff nurse positions comprised 43% of positions held in 2012 as compared to 45% in 2010. Most RNs reported holding the following positions: clinic nurse (12%), charge nurse (10%), nurse management (8%), and APN roles (7%).

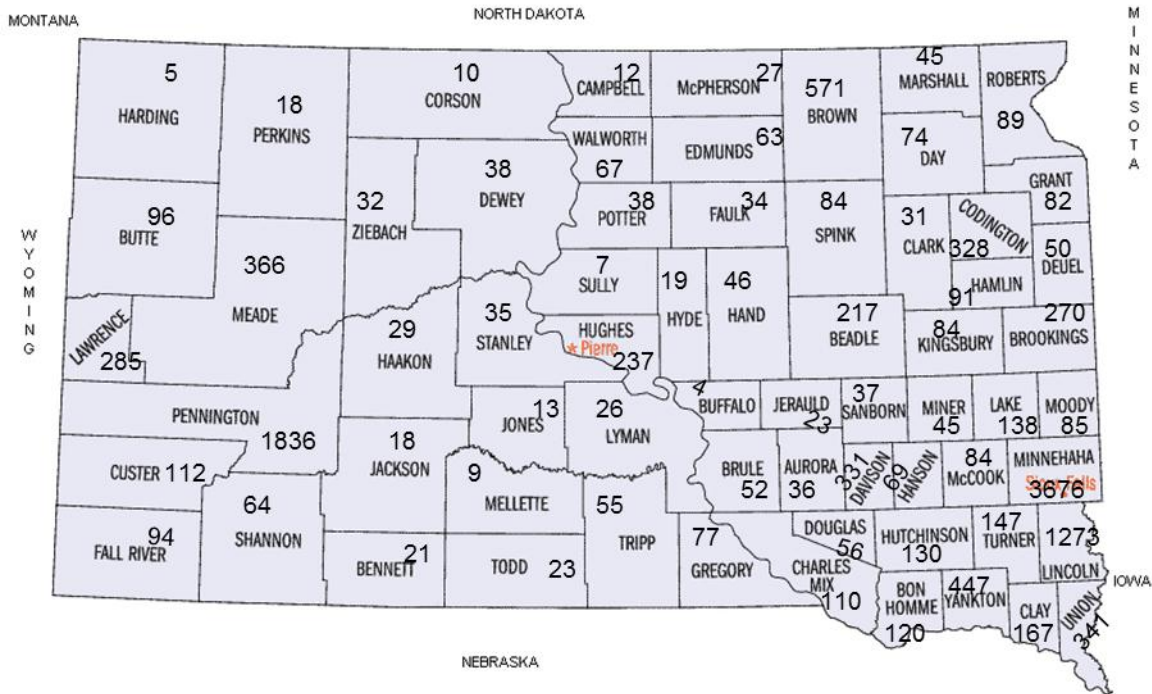
#### Percentage of RN Positions Held



### DISTRIBUTION of RNs

The 13,307 RNs who reside in SD counties are shown on the map. The 1,455 RNs who reside outside of SD and those practicing in SD using a multistate compact license are not included on the map.

### *DISTRIBUTION of RNs*



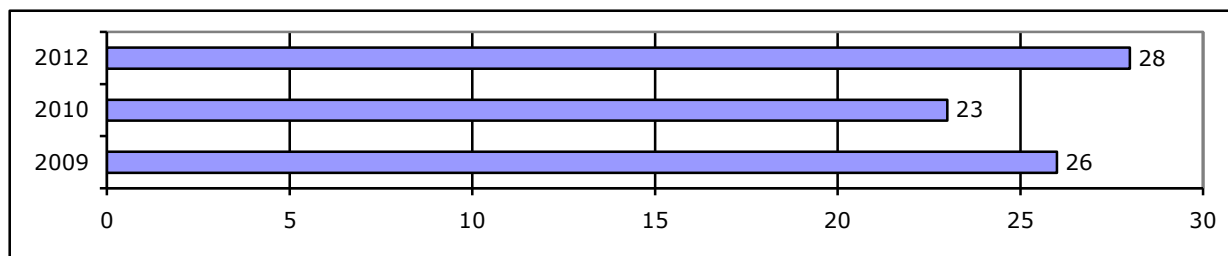


## Advanced Practice Nurses

### **CERTIFIED NURSE MIDWIVES**

#### LICENSURE STATUS

As of December 31, 2012, the SDBON reported 28 actively licensed CNMs, an increase of 5 CNMs, a positive change of +21.7% since 2010. Licensure data revealed that 7 new CNMs were licensed in SD during the period from January 1, 2011 to December 31, 2012; 1 was added as a new graduate and 6 were added by endorsement from another state. The majority of CNMs were white (96.4%) and female (100%); one CNM was Hispanic/Latino (3.6%).

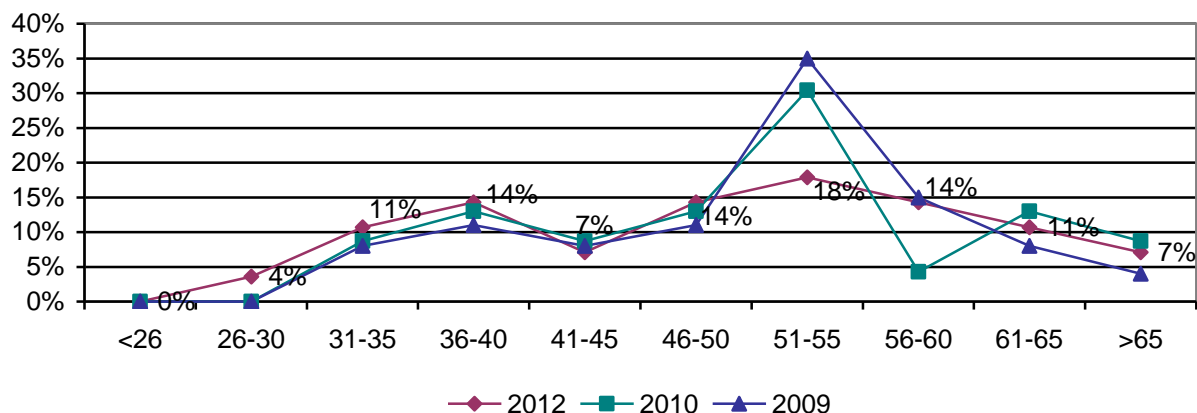


#### AGE

Age distribution of actively licensed CNMs is shown in the table below. Fifty percent of CNMs are 51 years or older; the average age of a CNM is 50 years old. Of the 22 respondents, 3 indicated that they “plan to leave or retire from nursing within the next five years” compared to one CNM in 2010.

Age Range	2012		2010		2009	
<26	0	0	0	0	0	0
26-30	1	3.6%	0	0	0	0
31-35	3	10.7%	2	8.7%	2	8%
36-40	4	14.3%	3	13%	3	11%
41-45	2	7.1%	2	8.7%	2	8%
46-50	4	14.3%	3	13%	3	11%
51-55	5	17.9%	7	30.4%	9	35%
56-60	4	14.3%	1	4.3%	4	15%
61-65	3	10.7%	3	13%	2	8%
>65	2	7.1%	2	8.7%	1	4%
Total	28	100%	23	99.8%	26	100%

#### *CNM Age Distribution*





### HIGHEST EDUCATIONAL PREPARATION

Consistent with previous SD nursing workforce reports, the 22 CNM respondents hold a graduate degree; the majority, 19 (86.4%), reported holding a master's degree in nursing as the highest degree held. Four CNMs reported that they are currently enrolled in a program leading to an advanced nursing degree. All held certification through the American Midwifery Certification Board.

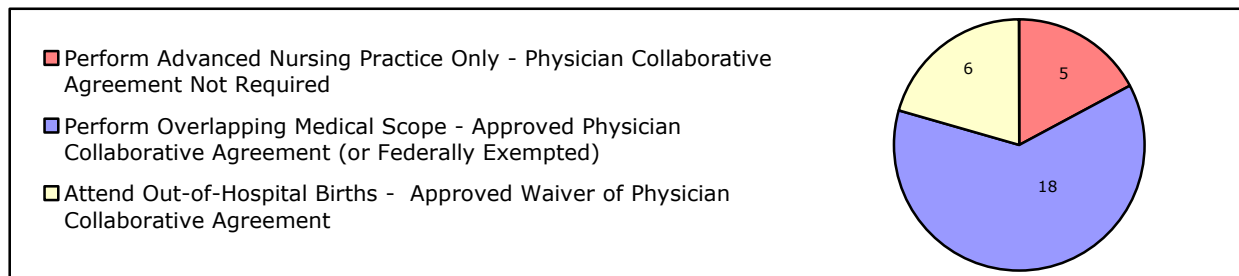
### EMPLOYMENT DATA

Of the 22 responding, 15 CNMs (68.2%) reported full-time and 5 (22.7%) indicated part-time employment in nursing. Sixteen respondents reported employment in a hospital or clinic, 2 in community health, 2 as nursing education faculty, and 2 are employed in other areas.

### PRACTICE ARRANGEMENT

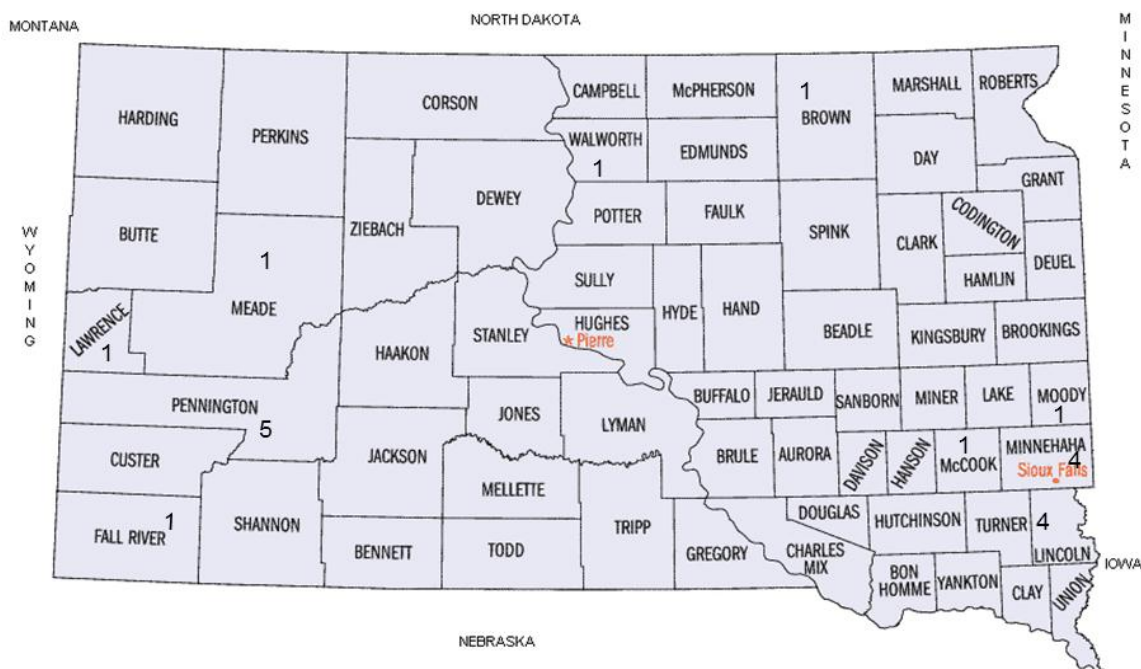
Among all 28 licensed CNMs in SD, 18 (64.3%) practice overlapping scope of medical practice, pursuant to SD Codified Law (SDCL) 36-9A-13, and have an approved collaborative agreement on file with the Joint Board of Nursing and Medical and Osteopathic Examiners, or are exempted as employees of the federal government. Six CNMs (21.4%) were granted a waiver of the collaborative agreement to attend out-of-hospital births, and 5 (17.9%) perform only advanced nursing functions pursuant to SDCL 36-9A-13.1 and do not have a physician collaborative agreement.

#### *CNM Practice Arrangement*



### DISTRIBUTION of CNMs

The 20 CNMs who reside in SD counties are shown on the map. The 8 CNMs who reside outside of SD are not included on the map.

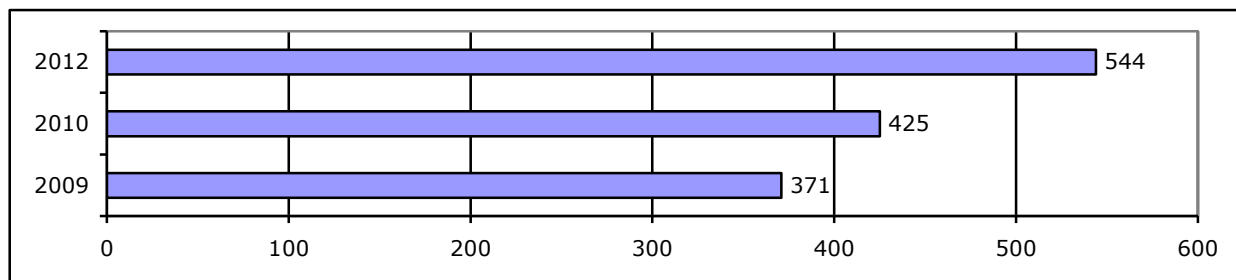


## CERTIFIED NURSE PRACTITIONERS

### LICENSURE STATUS

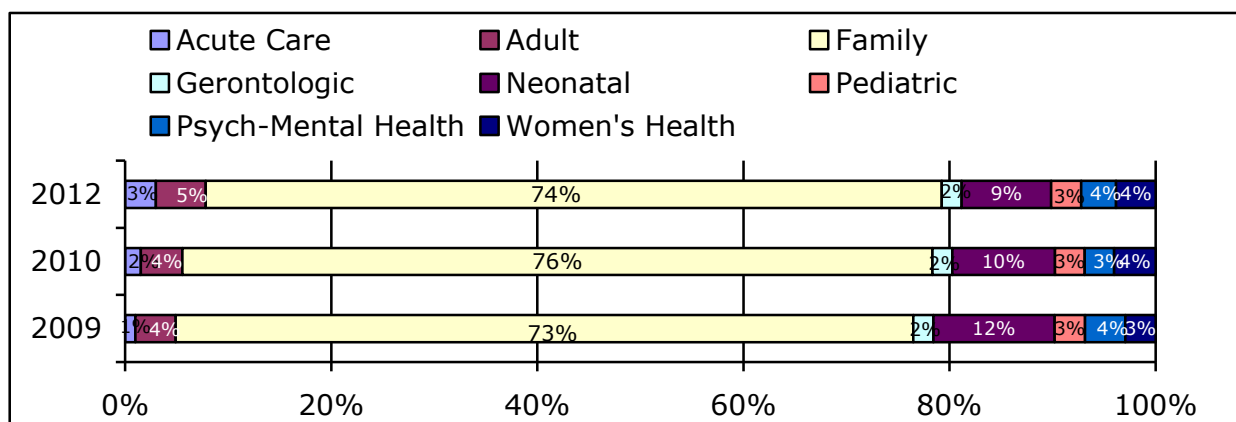
As of December 31, 2012 the SDBON reported 544 actively licensed CNPs, an increase of 119 CNPs, a positive change in supply of 28% since 2010. Consistent with previous reports the majority of CNP were female, 93.6%; 6.4% were male.

Licensure data revealed that 134 new CNPs were licensed in SD during the time period of January 1, 2011 to December 31, 2012. Of those, 78 were added as new graduates and 56 were added by endorsement from another state.



### CERTIFICATION / PRACTICE FOCI

SD recognized 8 certification or focus areas for CNP licensure: acute care, adult, family, geriatric, neonatal, pediatric, psychiatric/mental health, and women's health. The majority, 74%, of CNPs continue to be licensed as family nurse practitioners. CNPs may be certified in more than one area and as a result may be counted and included in more than one area.



### RACE/ETHNIC BACKGROUND

The majority of CNPs in SD are white/Caucasian, and minority nurse populations continue to be under-represented. The following table presents comparisons of ethnic distribution of SD citizens and licensed CNPs.

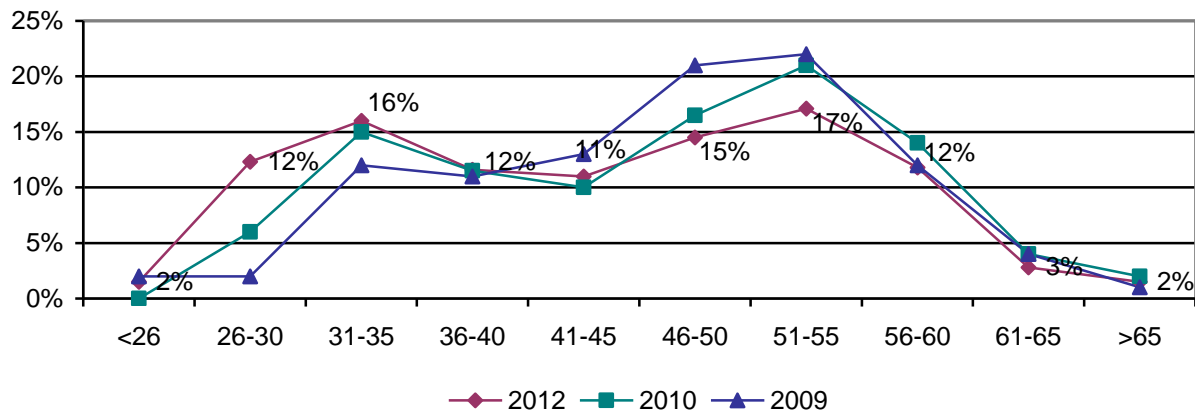
	American Indian	Black/African American	White / Caucasian	Asian/Pacific Islander	Other / Unknown	Hispanic/Latino
SD Population <sup>1</sup>	8.9%	1.4%	86.6%	1.1%	--	2.9%
SD CNPs	1.5%	0.7%	96.7%	0.2%	0.9%	0

## AGE

Age distribution of licensed CNPs is shown in the table. Of the 544 licensed CNPs, 41.4% are 40 years of age and younger, and 16.1% are 56 or older. Their average age is 44. CNPs who indicated that they “plan to leave or retire from nursing within the next five years” comprised 6.5% of respondents.

Age Range	2012		2010		2009	
<26	8	1.5%	0	0	6	2%
26-30	67	12.3%	26	6.0%	7	2%
31-35	87	16.0%	62	15.0%	43	12%
36-40	63	11.6%	49	11.5%	42	11%
41-45	60	11.0%	41	10.0%	50	13%
46-50	79	14.5%	70	16.5%	78	21%
51-55	93	17.1%	91	21.0%	82	22%
56-60	64	11.8%	61	14.0%	46	12%
61-65	15	2.8%	18	4.0%	13	4%
>65	8	1.5%	7	2.0%	4	1%
<b>Total</b>	<b>544</b>	<b>100%</b>	<b>425</b>	<b>100%</b>	<b>371</b>	<b>100%</b>

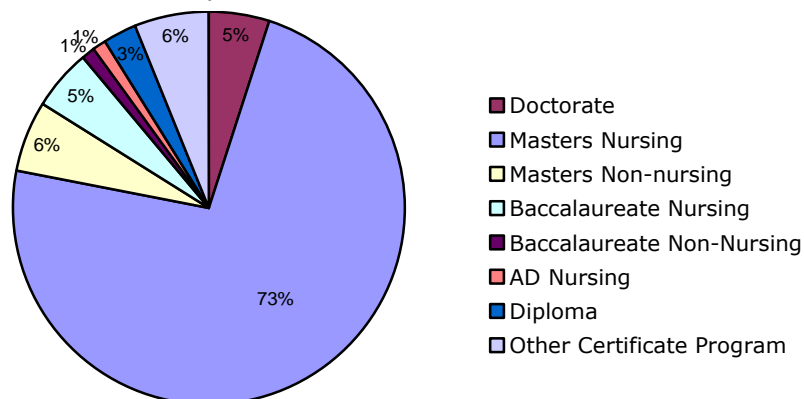
*CNP Age Distribution*



## HIGHEST EDUCATIONAL PREPARATION

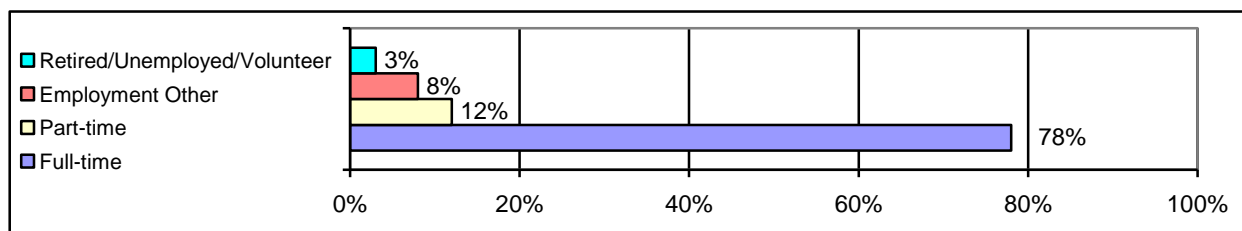
As shown in the figure below, the majority of CNPs, 73%, hold a master’s degree in nursing as the highest degree held, 5% a doctorate degree, 6% a non-nursing master’s degree, and 16% hold a baccalaureate degree, associate degree, nursing diploma, or other advanced practice certificate of education. Forty-five CNPs, 10.8%, responded that they are currently enrolled in a program leading to an advanced degree.

*CNP Highest Educational Preparation*



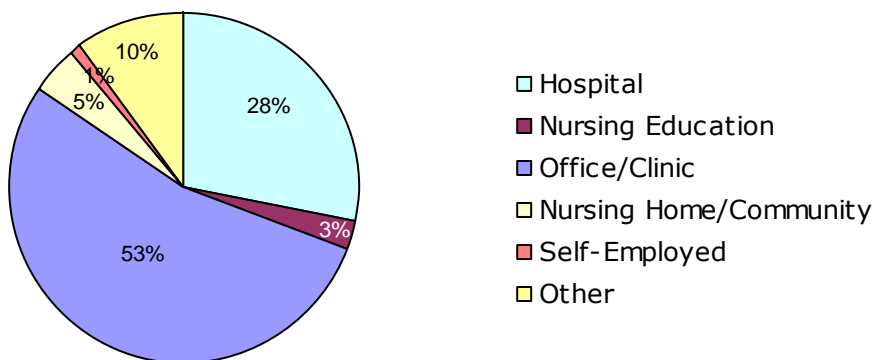
### EMPLOYMENT DATA

As shown in the figure below, the majority of CNPs indicated that they work full-time, 78%, or part-time, 12%, as a nurse.



### PLACES OF EMPLOYMENT

During the data collection period from January 1, 2011 to December 31, 2012 the majority of CNPs responded that they are employed in an office/clinic setting, 53%, and 95% indicated they practice in the role of CNP. Most, 86%, also indicated that the majority of their time (75-100%) is spent in direct patient care.

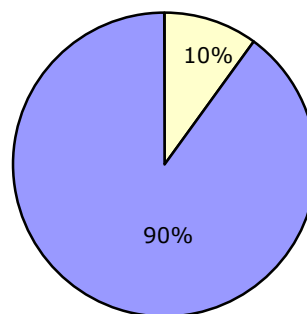


### PRACTICE ARRANGEMENT

Among CNPs licensed in SD, 90% (489) practiced overlapping scope of medical practice pursuant to SDCL 36-9A-12 and had an approved collaborative agreement on file with the Joint Board of Nursing and Medical and Osteopathic Examiners, or were exempted as an employee of the federal government. The remaining 10% (55) performed advanced practice nursing functions pursuant to SDCL 36-9A-13.1 and a physician collaborative agreement was not required.

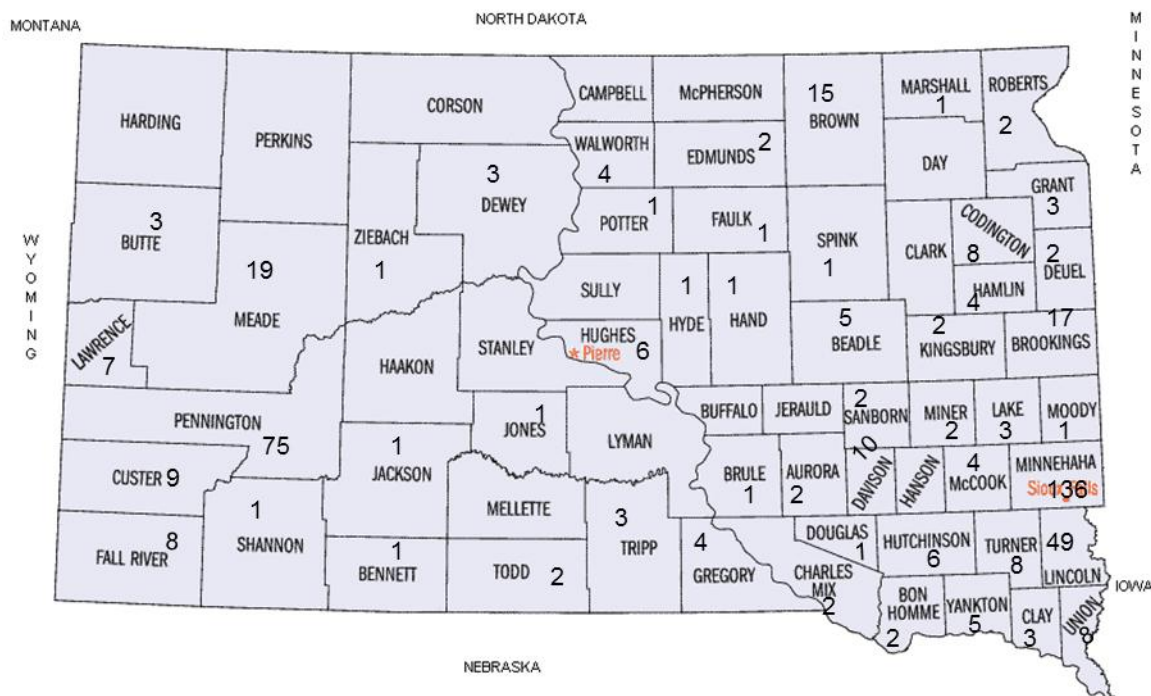
### *CNP PRACTICE ARRANGEMENT*

- Perform Advanced Nursing Practice Only - Physician Collaborative Agreement Not Required; or Federally Employed
- Perform Overlapping Medical Scope - Physician Collaborative Agreement Approved



## DISTRIBUTION of CNPs

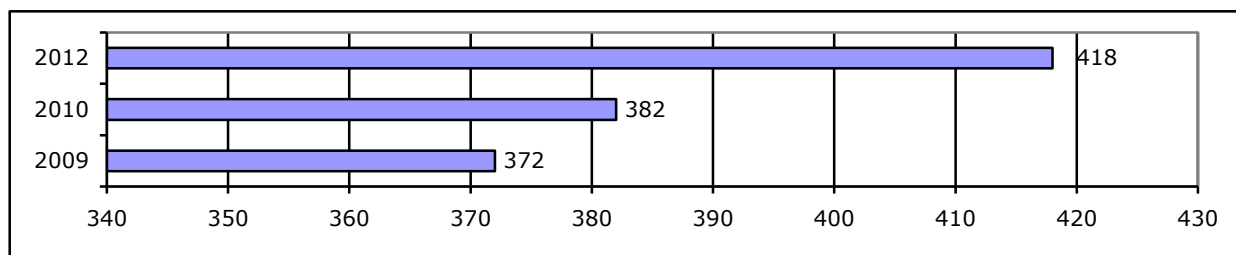
The 459 CNPs who reside in SD counties are shown on the map. The 85 CNPs who reside outside of SD are not included on the map.



## CERTIFIED REGISTERED NURSE ANESTHETIST

### LICENSURE STATUS

As of December 31, 2012 the SDBON reported 418 actively licensed CRNAs. Data reflected growth in the supply of CRNAs from 2010 to 2012 with an increase of 36 CRNAs, a positive change of 9.4%. Licensure data revealed that 51 new CRNAs were licensed in SD during the time period of January 1, 2011 to December 31, 2012. Of those, 23 were added as new graduates and 28 were added by endorsement from another state. Consistent with previous workforce reports, 59% of CRNAs are male and 41% female.



### RACE/ETHNIC BACKGROUND

The majority of CRNAs in SD were white/Caucasian; minority nurse populations continued to be under-represented. The table below presents comparisons of ethnic distribution of all SD citizens and licensed CRNAs.

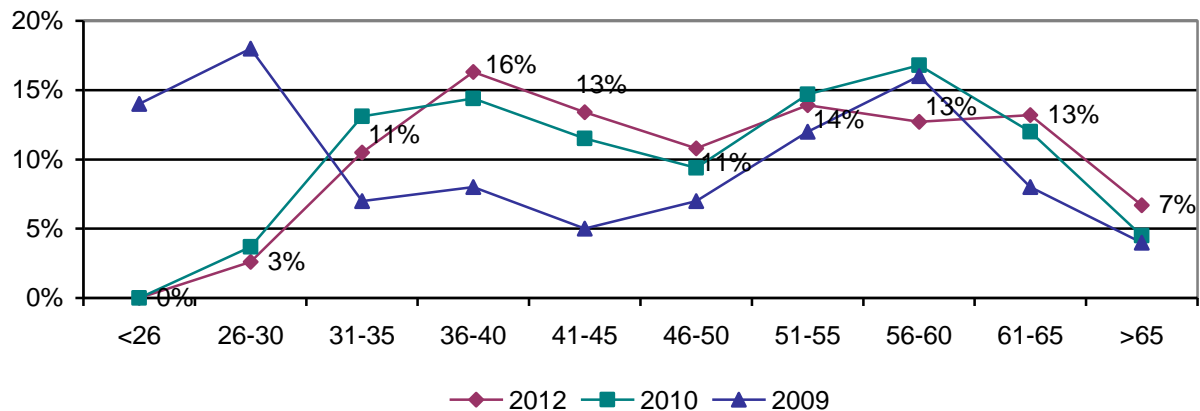
	American Indian	Black/African American	White / Caucasian	Asian/Pacific Islander	Other / Unknown	Hispanic/Latino
SD Population <sup>1</sup>	8.9%	1.4%	86.6%	1.1%	--	2.9%
SD CRNAs	0.2%	0.7%	97.6%	0.2%	1.2%	0

## AGE

Age distribution of CRNAs is shown in the table below. CRNAs 51 years old and older comprised 46.5% of the population in 2012 compared to 48% in 2010. The average age of a CRNA in 2012 is 49 years old. Survey data revealed 17.4% of CRNAs indicated that they "plan to leave or retire from nursing within the next five years".

Age Range	2012		2010		2009	
<26	0	0	0	0	52	14%
26-30	11	2.6%	14	3.7%	66	18%
31-35	44	10.5%	50	13.1%	26	7%
36-40	68	16.3%	55	14.4%	28	8%
41-45	56	13.4%	44	11.5%	20	5%
46-50	45	10.8%	36	9.4%	27	7%
51-55	58	13.9%	56	14.7%	46	12%
56-60	53	12.7%	64	16.8%	61	16%
61-65	55	13.2%	46	12%	31	8%
>65	28	6.7%	17	4.5%	15	4%
<b>Total</b>	<b>418</b>	<b>100%</b>	<b>382</b>	<b>100.1%</b>	<b>372</b>	<b>99%</b>

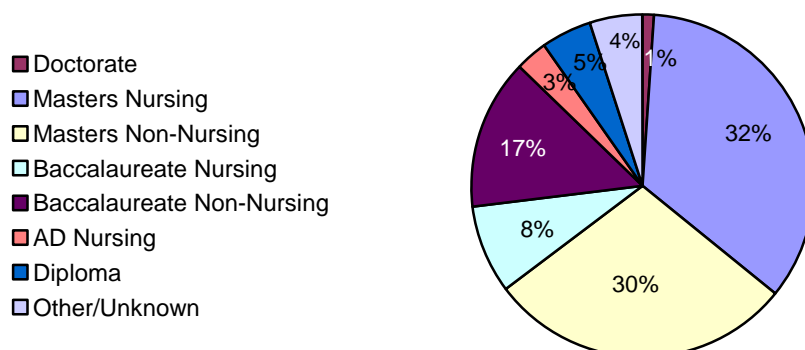
CRNA Age Distribution



## HIGHEST EDUCATIONAL PREPARATION

As shown in the figure below, the majority of CRNAs, 62%, held a master's degree in nursing or a non-nursing master's degree as the highest degree held. Only 1% held a doctorate degree, 25% a baccalaureate degree, and 8% an associate degree or nursing diploma; 13.7% of CRNAs responded that they are currently enrolled in a program leading to an advanced nursing degree, an increase of 6.2% since 2011.

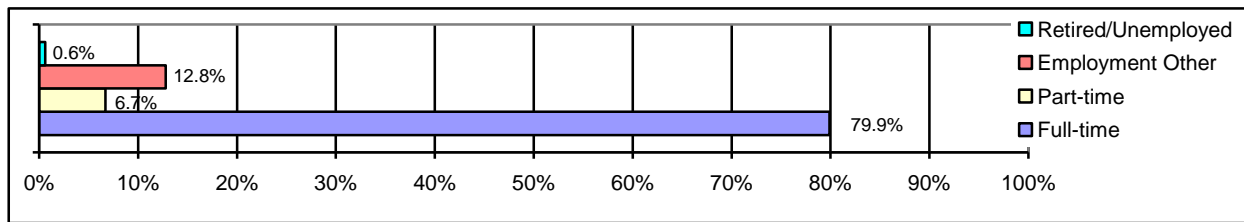
All actively licensed CRNAs held certification through the American Association of Nurse Anesthetists.





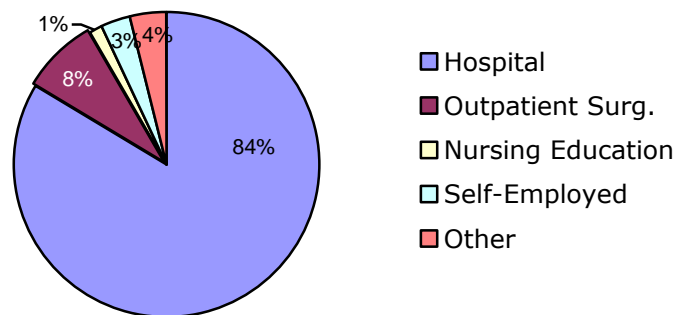
## EMPLOYMENT DATA

As shown in the figure below, the majority of CRNAs indicated that they work full-time, 79.9%, or part-time, 6.7%, as a nurse.



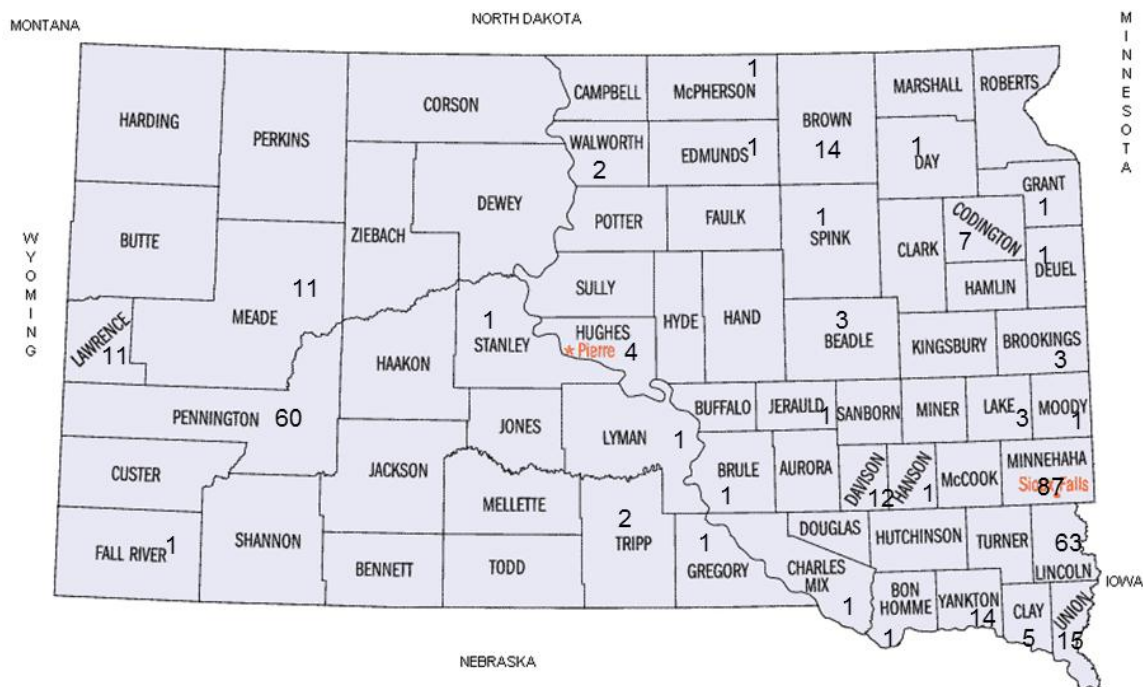
## PLACES OF EMPLOYMENT

During the data collection period of January 1, 2011 to December 31, 2012, the majority of CRNAs responded that they are employed in hospital settings, 84%, and 98% indicated they practice in the role of the CRNA. Most, 96%, also indicated that the majority of their time (75-100%) is spent in direct patient care.



## DISTRIBUTION of CRNAs

The 309 CRNAs who reside in SD counties are shown on the map. The 73 CRNAs who reside outside of SD are not included on the map.

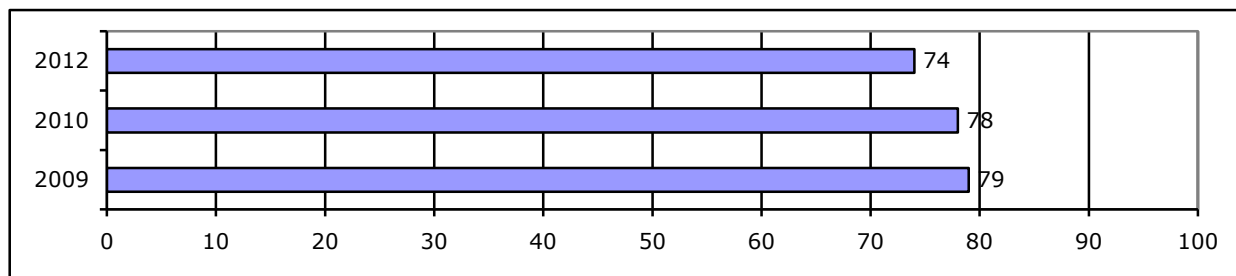


## CLINICAL NURSE SPECIALISTS

### LICENSURE STATUS

As of December 31, 2012 the SDBON reported 74 actively licensed CNSs. Data reflected a decrease in the supply from 2010, a negative change of -5.1%. Consistent with previous workforce reports, 98.6% of CNSs are female and 1.4% male. The majority, 97.3%, were white/Caucasian, 1.4% American Indian, and 1.4% other/unknown.

Licensure data revealed that 3 new CNSs were licensed in SD during the time period of January 1, 2011 to December 31, 2012. Of those, one was added as a new graduate and 2 were added by endorsement from another state.

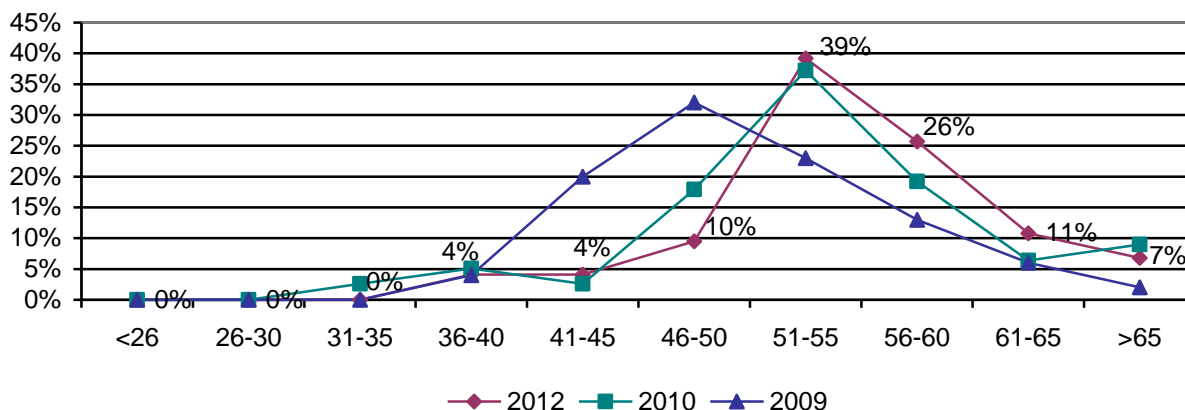


### AGE

Age distribution of CNSs is shown in the table below. Of the 74 actively licensed CNSs, the majority, 82.5%, were 51 years or older. Nearly 11% indicated that they "plan to leave or retire from nursing within the next five years". The average age was 55 years old.

Age Range	2012		2010		2009	
<26	0	0	0	0	0	0
26-30	0	0	0	0	0	0
31-35	0	0	2	2.6%	0	0
36-40	3	4%	4	5.1%	3	4%
41-45	3	4%	2	2.6%	16	20%
46-50	7	9.5%	14	17.9%	25	32%
51-55	29	39.2%	29	37.2%	18	23%
56-60	19	25.7%	15	19.2%	10	13%
61-65	8	10.8%	5	6.4%	5	6%
>65	5	6.8%	7	9%	2	2%
<b>Total</b>	<b>74</b>	<b>100%</b>	<b>78</b>	<b>100%</b>	<b>79</b>	<b>100%</b>

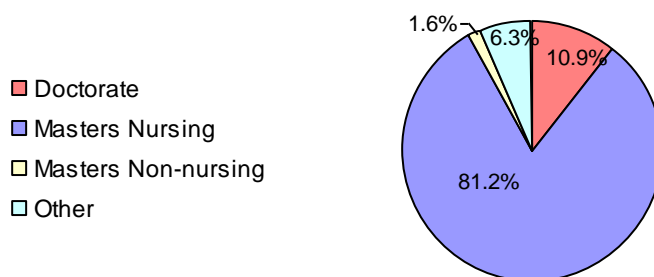
### CNS Age Distribution





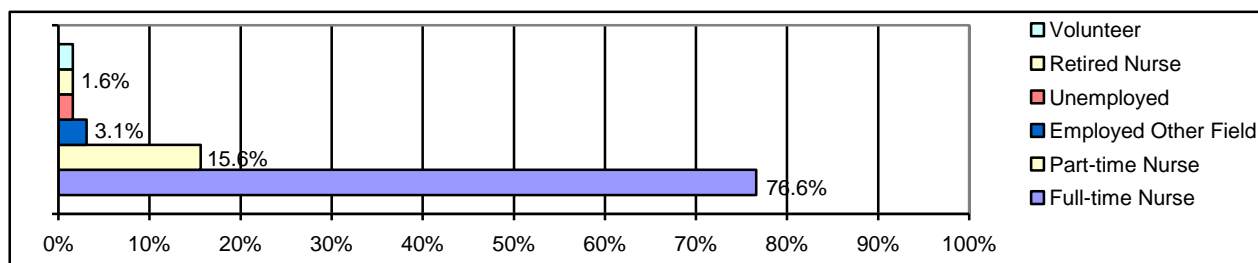
### HIGHEST EDUCATIONAL PREPARATION

As shown in the figure below the majority of CNSs, 81%, held a master's degree in nursing as the highest educational preparation and 11% held a doctorate degree. Nearly 19% indicated they are currently enrolled in a program leading to an advanced nursing degree.



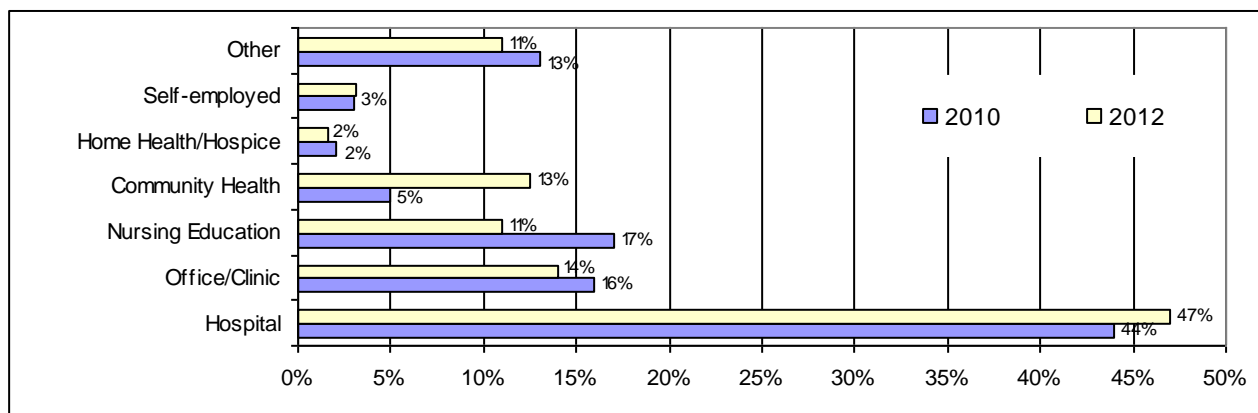
### EMPLOYMENT DATA

Most CNSs, 76.6%, indicated they work as a nurse full-time; 15.6% indicated part-time.



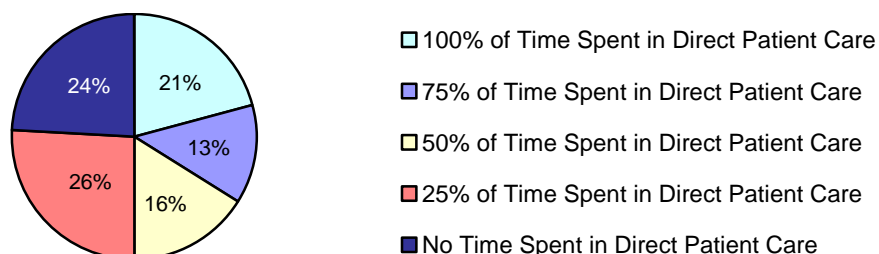
### PLACES OF EMPLOYMENT

As displayed below, CNSs were employed in a variety of locations during the time period of January 1, 2011 to December 31, 2012. Most remain employed in hospitals (47%), office/clinics (14%), and community health (13%).



### TIME INVOLVED IN DIRECT PATIENT CARE

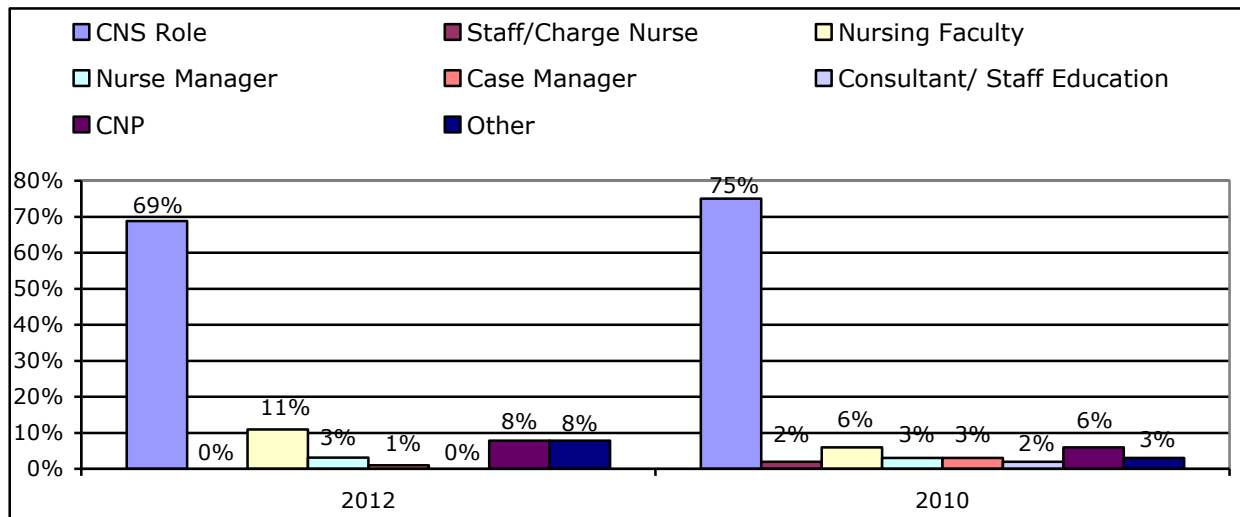
As illustrated in the figure, most CNSs, 76%, spend time in direct patient care.



## NURSING POSITION

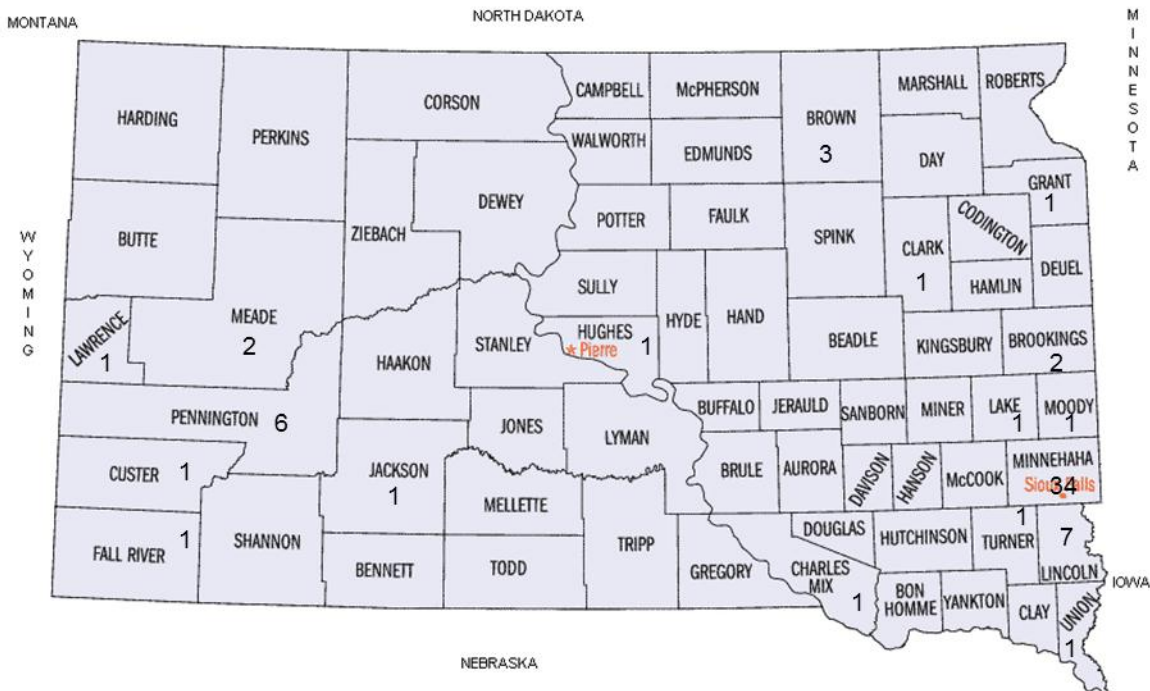
Percentages of the types of positions CNSs held during the data collection period of January 1, 2011 to December 31, 2012 is shown below. The majority of CNSs reported working in the role of a CNS.

*Type of Nursing Position Held by CNSs*



## DISTRIBUTION of CNSs

The 66 CNSs who reside in SD counties are shown on the map. The 8 CNSs who reside outside of SD are not included on the map.

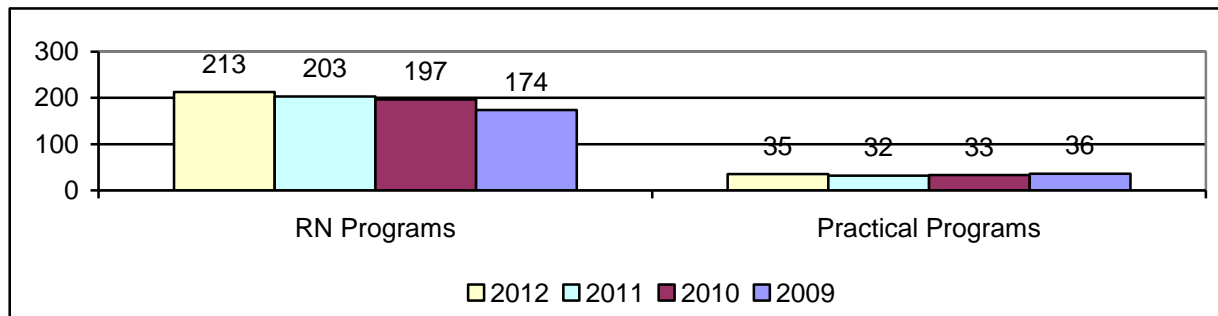


## Nursing Education Faculty

According to the *SDBON Annual Report of Nursing Education Programs*<sup>2</sup>, SD's eleven baccalaureate degree and associate degree RN education programs employed a total of 213 full-time and part-time FTEs in 2012, an increase of over 9 FTEs since 2011.

In 2012, SD's six practical nursing education programs had a total of 35 full and part-time FTEs, an increase of 3 FTEs since 2011. The figure below illustrates the total number of faculty FTEs.

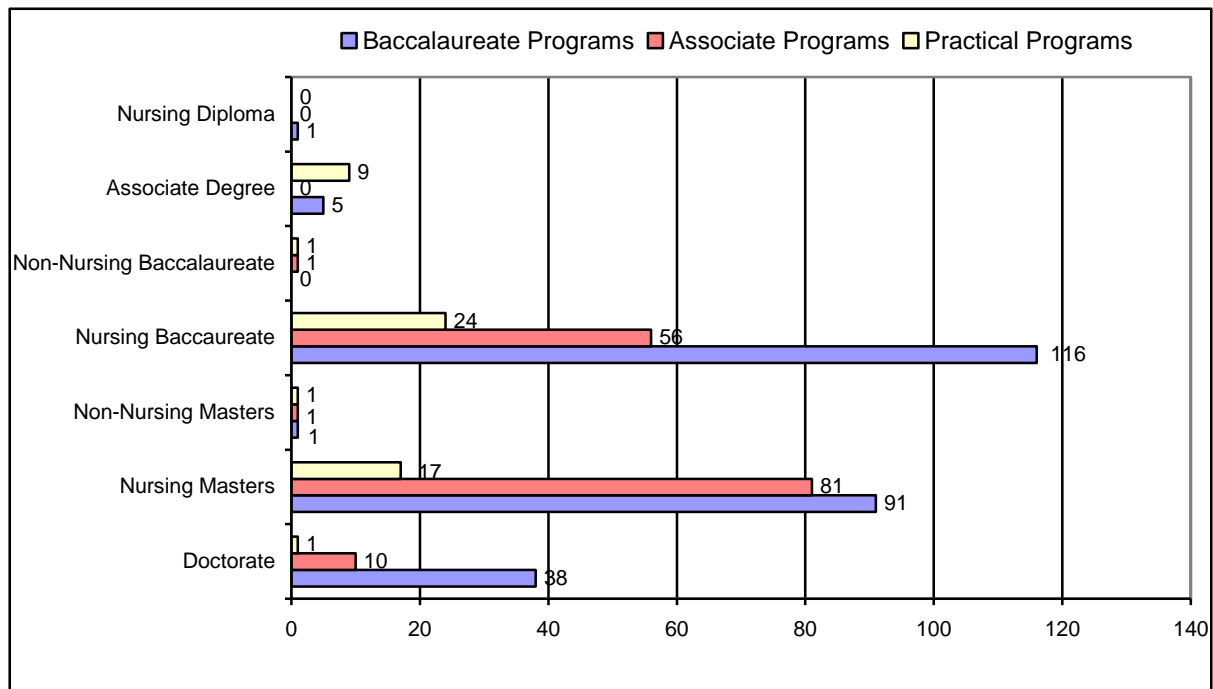
*Faculty FTEs*



### HIGHEST EDUCATIONAL PREPARATION

As shown below, in 2012 the majority of nursing faculty held a baccalaureate or master's degree in nursing as their highest degree held. Baccalaureate nursing programs employed the majority of doctoral prepared faculty.

Forty-four baccalaureate and associate degree RN faculty members indicated they were currently enrolled in a doctoral degree program and 33 faculty members indicated they were enrolled in a nursing master's program. Three practical program faculty members indicated they were currently enrolled in a doctoral program, 13 were enrolled in a nursing master's program, and 3 in a nursing baccalaureate program.<sup>2</sup>

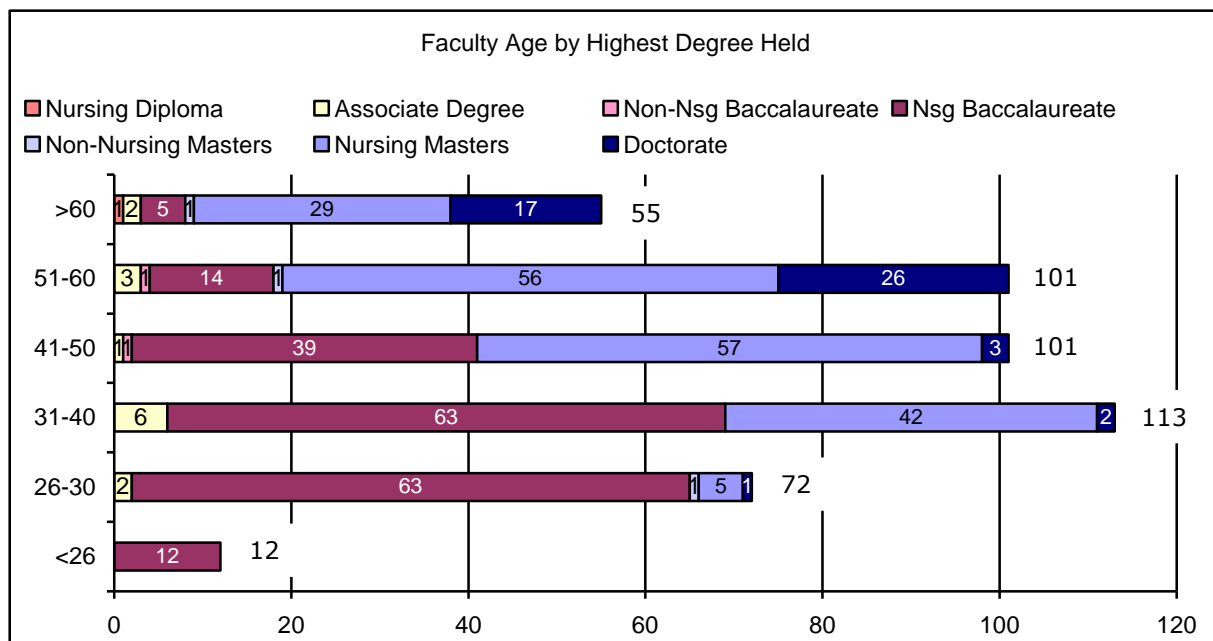


## AGE

Age distribution of faculty members is shown in the table below; 34% were 51 years and older<sup>2</sup>.

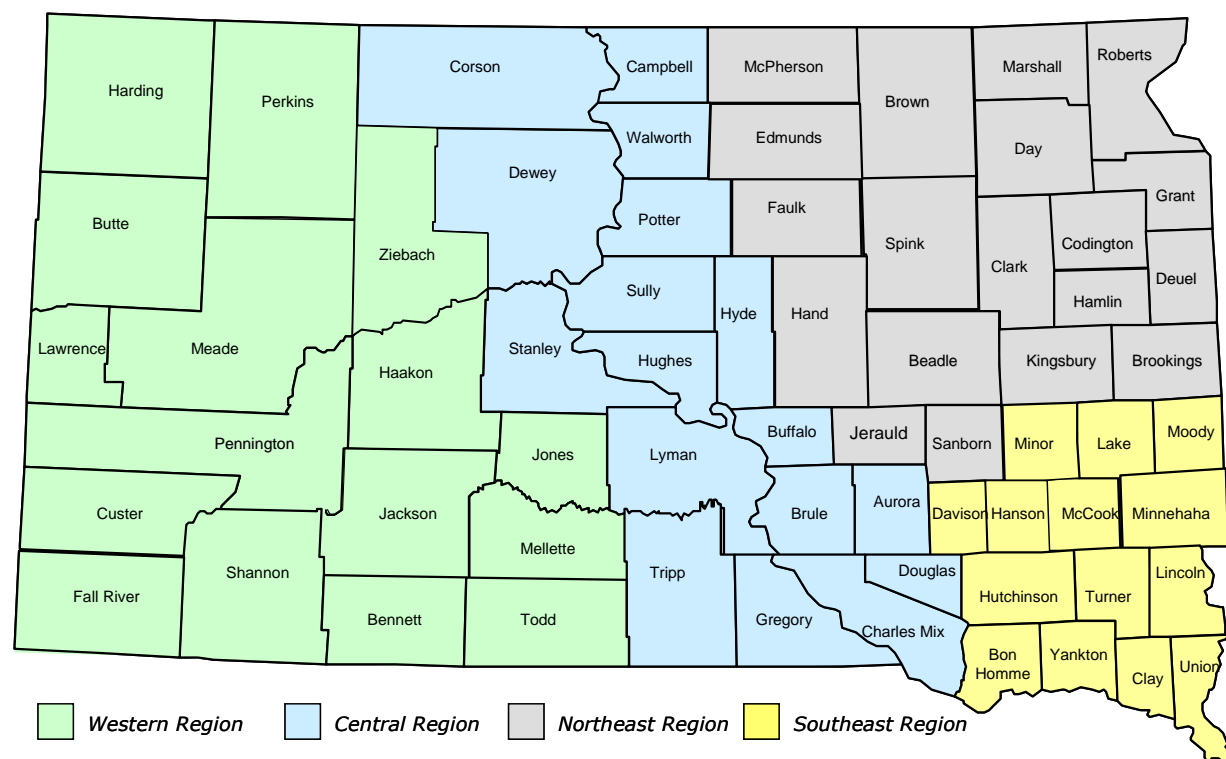
Age Range	2012		2010	
<26	12	3%	16	4%
26-30	72	16%	68	16%
31-40	113	25%	103	24%
41-50	101	22%	98	22%
51-60	101	22%	101	23%
>60	55	12%	49	11%
<b>Total</b>	<b>454</b>	<b>100%</b>	<b>435</b>	<b>100%</b>

The figure below depicts faculty age by the highest degree held. The majority, 43 or 87.8% of the 49 faculty members who hold a doctorate degree were over 50 years old.



## Regional Data

Regional<sup>4</sup> nursing workforce data is presented for SD's four regions: western, central, northeast, and southeast. The number of licensed nurses who resided in each region was based on licensure data from the SDBON as of December 31, 2012. State and county populations were based on the US Census Bureau's Annual Estimates for 2011<sup>5</sup>.



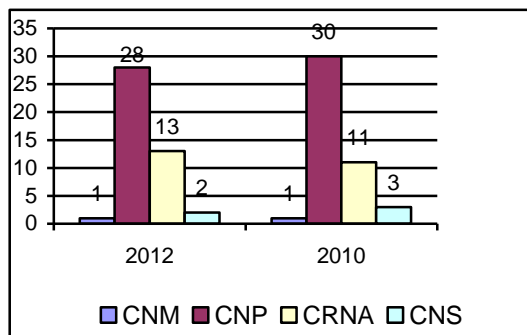
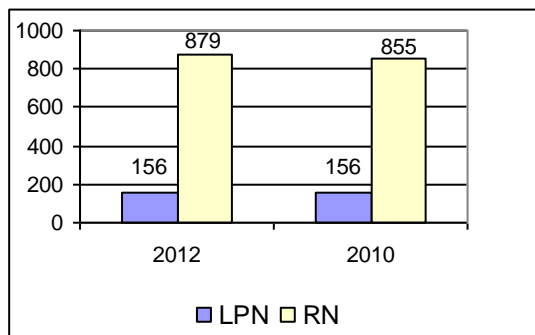
### STATE NURSE RATIOS

According to the U.S. Census Bureau's Population Estimates as of April 2012<sup>5</sup>, SD's estimated population in 2011 is 824,082. The ratio of employed RNs and LPNs residing in SD per 100,000 population is presented in the table below. The ratios provide a basis to compare the decrease or growth of the nursing workforce to the population growth of the country, SD, and the four regions in the state. The limitations with comparing ratios are the assumptions that citizens will receive nursing services in the region where they reside, and that the same types of health care services are available in all regions. As a result, distributions of nurses in a region may be more or less than the national average, depending on the needs of that region.

2012	LPN	RN	CNM	CNP	CRNA	CNS
<b>National Average</b> <sup>3,6</sup>	211	854	--	--	--	--
<b>State Average</b>	<b>208</b>	<b>1,185</b>	<b>2</b>	<b>42</b>	<b>28</b>	<b>5</b>
<b>Central SD</b>	158	928	1	30	14	2
<b>Northeast SD</b>	234	999	1	30	15	3
<b>Southeast SD</b>	236	1,693	3	58	49	11
<b>Western SD</b>	205	1,122	3	49	31	5

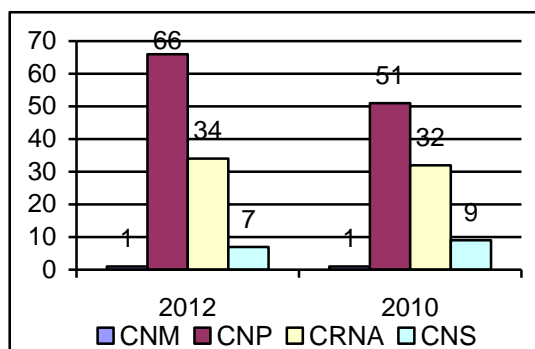
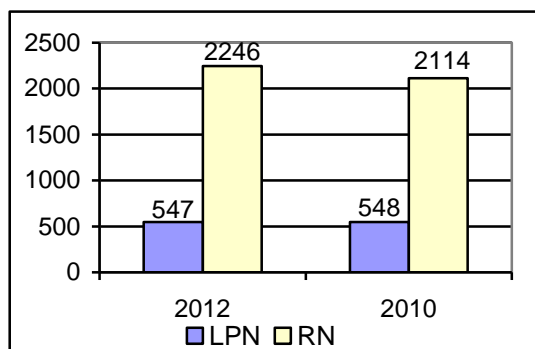
## CENTRAL REGION

The Central Region is comprised of seventeen counties: Aurora, Buffalo, Brule, Campbell, Charles Mix, Corson, Dewey, Douglas, Gregory, Hughes, Hyde, Lyman, Potter, Stanley, Sully, Tripp, and Walworth. The total estimated population in 2011 in this region was 77,654, comprising 9.4% of the state's population<sup>5</sup>. As displayed below, in 2012 this region had 156 LPNs, 879 RNs, 1 CNM, 28 CNPs, 13 CRNAs, and 2 CNSs.



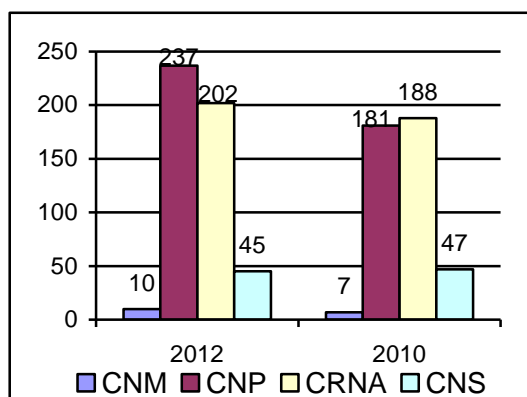
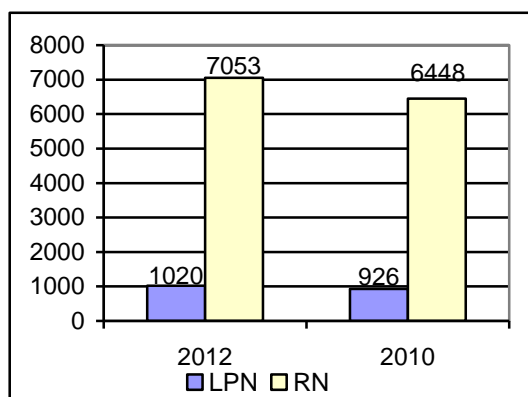
## NORTHEAST REGION

The Northeast Region is comprised of nineteen counties: Beadle, Brookings, Brown, Clark, Codington, Day, Deuel, Edmunds, Faulk, Grant, Hamlin, Hand, Jerauld, Kingsbury, McPherson, Marshall, Roberts, Sanborn, and Spink. The total estimated population in 2011 in this region was 184,303, comprising 22.4% of the state's population<sup>5</sup>. As displayed, in 2012 this region had 547 LPNs, 2,246 RNs, 1 CNM, 66 CNPs, 34 CRNAs, and 7 CNSs.



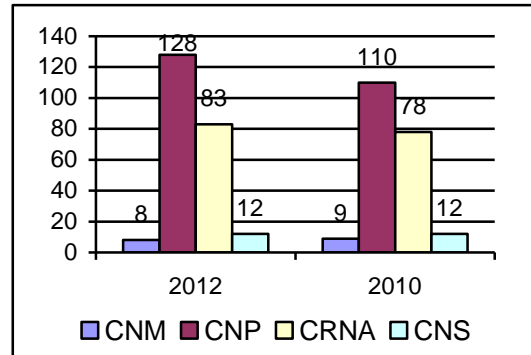
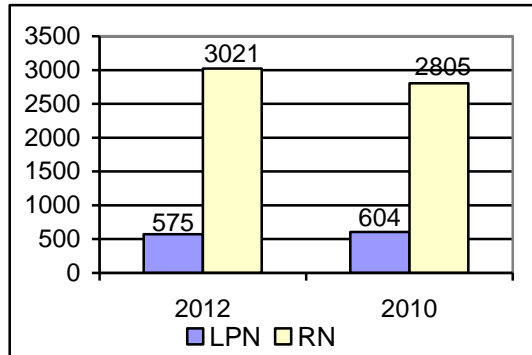
## SOUTHEAST REGION

The Southeast Region is comprised of fourteen counties: Bon Homme, Clay, Davison, Hanson, Hutchinson, Lake, Lincoln, McCook, Miner, Minnehaha, Moody, Turner, Union, and Yankton. The total estimated population in 2011 in this region was 341,415, comprising 41.1% of the state's population<sup>5</sup>. As displayed below, in 2012 this region had 1,020 LPNs, 7,053 RNs, 10 CNMs, 237 CNPs, 202 CRNAs, and 45 CNSs.



## WESTERN REGION

The Western Region is comprised of sixteen counties: Bennett, Butte, Custer, Fall River, Haakon, Harding, Jackson, Jones, Lawrence, Meade, Mellette, Pennington, Perkins, Shannon, Todd, and Ziebach. The total estimated population in 2011 in this region was 220,710, comprising 26.8% of the state's population<sup>5</sup>. As displayed below, in 2012 this region had 575 LPNs, 3,021 RNs, 8 CNMs, 128 CNPs, 83 CRNAs, and 12 CNSs.



### Highest Educational Preparation of RNs by County

Highest educational preparation by county of residence is depicted in the table below. Data collected during this time period, January 1, 2011 to December 31, 2012, for RNs residing in South Dakota's counties revealed 35% of respondents highest degree held was an associated degree, 9% a diploma in nursing, 35% a baccalaureate degree in nursing, 5% a non-nursing baccalaureate degree, 7% a master's degree in nursing, 3% a non-nursing master's degree, and 1% a doctorate degree. The Institute of Medicine's (IOM) report, The Future of Nursing Leading Change, Advancing Health<sup>7</sup>, recommends increasing the proportion of nurses with a baccalaureate degree to 80% and doubling the number of nurses prepared with a doctorate degree by 2020. South Dakota's data revealed that 51% of RNs residing in SD counties are prepared with a baccalaureate or higher degree and 70 RNs hold a doctorate degree. (See also page 12 which includes both in-state and out-of-state RNs)

County	Actively Licensed RNs (on 12/31/2012)	Number of Respondents	Response Rate	AD in Nursing	Diploma	Baccalaureate Non-Nursing	Nursing Baccalaureate	Masters Non-Nursing	Masters Nursing	Doctorate	Other	Percent Baccalaureate or Higher Degree
Aurora	36	26	72%	13 50%	2 8%	1 4%	7 27%	2 8%	1 4%	0 0%	0 0%	42%
Beadle	217	175	81%	90 51%	15 9%	7 4%	47 27%	3 2%	9 5%	1 1%	3 2%	38%
Bennett	21	16	76%	7 44%	1 6%	0 0%	6 38%	0 0%	1 6%	0 0%	1 6%	44%
Bon Homme	120	97	81%	44 45%	9 9%	3 3%	35 36%	1 1%	1 1%	1 1%	3 3%	42%
Brookings	270	205	76%	43 21%	13 6%	13 6%	101 49%	2 1%	20 10%	10 5%	3 1%	71%
Brown	571	462	81%	194 42%	23 5%	13 3%	174 38%	7 2%	35 8%	2 0%	14 3%	50%
Brule	52	46	88%	24 52%	3 7%	2 4%	14 30%	2 4%	1 2%	0 0%	0 0%	41%
Buffalo	4	2	50%	1 50%	0 0%	1 50%	0 0%	0 0%	0 0%	0 0%	0 0%	50%
Butte	96	77	80%	26 34%	14 18%	2 3%	27 35%	2 3%	4 5%	0 0%	2 3%	45%
Campbell	12	9	75%	5 56%	1 11%	0 0%	2 22%	0 0%	1 11%	0 0%	0 0%	33%
Charles Mix	110	93	85%	47 51%	13 14%	1 1%	26 28%	0 0%	3 3%	0 0%	3 3%	32%
Clark	31	25	81%	17 68%	2 8%	0 0%	4 16%	0 0%	1 4%	1 4%	0 0%	24%
Clay	167	121	72%	47 39%	5 4%	14 12%	32 26%	6 5%	6 5%	3 2%	8 7%	50%
Codington	328	266	81%	149 56%	17 6%	6 2%	68 26%	5 2%	15 6%	1 0%	5 2%	36%
Corson	10	8	80%	3 38%	2 25%	0 0%	3 38%	0 0%	0 0%	0 0%	0 0%	38%
Custer	112	90	80%	28 31%	16 18%	10 11%	22 24%	2 2%	9 10%	2 2%	1 1%	50%
Davison	331	272	82%	150 55%	20 7%	12 4%	58 21%	4 1%	21 8%	1 0.4%	6 2%	35%
Day	74	61	82%	29 48%	5 8%	4 7%	20 33%	1 2%	0 0%	0 0%	2 3%	41%
Deuel	50	36	72%	15 42%	2 6%	0 0%	14 39%	0 0%	3 8%	0 0%	2 6%	47%



County	Actively Licensed RNs (on 12/31/2012)	Number of Respondents	Response Rate	AD in Nursing	Diploma	Baccalaureate Non-Nursing	Nursing Baccalaureate	Masters Non-Nursing	Masters Nursing	Doctorate	Other	Percent Baccalaureate or Higher Degree
Dewey	38	27	71%	15 56%	1 4%	1 4%	8 30%	0 0%	1 4%	0 0%	1 4%	37%
Douglas	56	49	88%	21 43%	10 20%	1 2%	14 29%	0 0%	1 2%	0 0%	2 4%	33%
Edmunds	63	51	81%	25 49%	3 6%	1 2%	16 31%	1 2%	3 6%	0 0%	2 4%	41%
Fall River	94	81	86%	29 36%	11 14%	2 2%	21 26%	4 5%	11 14%	1 1%	2 2%	48%
Faulk	34	30	88%	16 53%	5 17%	0 0%	6 20%	0 0%	2 7%	0 0%	1 3%	27%
Grant	82	55	67%	33 60%	7 13%	1 2%	10 18%	0 0%	3 5%	0 0%	1 2%	25%
Gregory	77	66	86%	35 53%	6 9%	2 3%	17 26%	1 2%	3 5%	0 0%	2 3%	35%
Haakon	29	26	90%	15 58%	3 12%	1 4%	6 23%	0 0%	0 0%	0 0%	1 4%	27%
Hamlin	91	66	73%	37 56%	2 3%	0 0%	20 30%	1 2%	3 5%	2 3%	1 2%	39%
Hand	46	34	74%	19 56%	6 18%	0 0%	6 18%	0 0%	3 9%	0 0%	0 0%	26%
Hanson	69	51	74%	27 53%	6 12%	1 2%	14 27%	1 2%	1 2%	0 0%	1 2%	33%
Harding	5	1	20%	0 0%	1 100%	0 0%	0 0%	0 0%	0 0%	0 0%	0 0%	0%
Hughes	237	196	83%	92 47%	14 7%	15 8%	59 30%	2 1%	11 6%	0 0%	3 2%	44%
Hutchinson	130	117	90%	52 44%	8 7%	5 4%	36 31%	1 1%	11 9%	0 0%	4 3%	45%
Hyde	19	15	79%	3 20%	2 13%	0 0%	9 60%	0 0%	0 0%	0 0%	1 7%	60%
Jackson	18	13	72%	7 54%	2 15%	1 8%	2 15%	1 8%	0 0%	0 0%	0 0%	31%
Jerauld	23	22	96%	13 59%	0 0%	1 5%	4 18%	2 9%	0 0%	0 0%	2 9%	32%
Jones	13	9	69%	5 56%	0 0%	2 22%	2 22%	0 0%	0 0%	0 0%	0 0%	44%
Kingsbury	84	71	85%	35 49%	8 11%	3 4%	20 28%	2 3%	2 3%	0 0%	1 1%	38%
Lake	138	100	72%	39 39%	9 9%	1 1%	40 40%	3 3%	5 5%	0 0%	3 3%	49%
Lawrence	285	220	77%	78 35%	30 14%	10 5%	70 32%	10 5%	15 7%	2 1%	5 2%	49%
Lincoln	1273	1029	81%	315 31%	73 7%	56 5%	415 40%	49 5%	92 9%	7 1%	22 2%	60%
Lyman	26	18	69%	10 56%	3 17%	0 0%	5 28%	0 0%	0 0%	0 0%	0 0%	28%
Marshall	45	33	73%	17 52%	4 12%	1 3%	10 30%	0 0%	1 3%	0 0%	0 0%	36%
McCook	84	65	77%	30 46%	6 9%	1 2%	23 35%	0 0%	4 6%	0 0%	1 2%	43%
McPherson	27	25	93%	9 36%	1 4%	0 0%	13 52%	1 4%	1 4%	0 0%	0 0%	60%
Meade	366	277	76%	104 38%	33 12%	15 5%	83 30%	11 4%	22 8%	4 1%	5 2%	49%

County	Actively Licensed RNs (on 12/31/2012)	Number of Respondents	Response Rate	AD in Nursing	Diploma	Baccalaureate Non-Nursing	Nursing Baccalaureate	Masters Non-Nursing	Masters Nursing	Doctorate	Other	Percent Baccalaureate or Higher Degree
Mellette	9	9	100%	7 78%	0 0%	0 0%	2 22%	0 0%	0 0%	0 0%	0 0%	22%
Miner	45	40	89%	23 58%	7 18%	1 3%	5 13%	1 3%	1 3%	0 0%	2 5%	20%
Minnehaha	3676	2846	77%	854 30%	258 9%	194 7%	1154 41%	79 3%	221 8%	21 1%	65 2%	59%
Moody	85	66	78%	25 38%	4 6%	2 3%	30 45%	0 0%	3 5%	0 0%	2 3%	53%
Pennington	1836	1415	77%	499 35%	146 10%	82 6%	481 34%	53 4%	113 8%	5 0.4%	36 3%	52%
Perkins	18	13	72%	6 46%	3 23%	0 0%	4 31%	0 0%	0 0%	0 0%	0 0%	31%
Potter	38	33	87%	15 45%	2 6%	1 3%	13 39%	1 3%	1 3%	0 0%	0 0%	48%
Roberts	89	71	80%	35 49%	3 4%	4 6%	25 35%	0 0%	3 4%	0 0%	1 1%	45%
Sanborn	37	32	86%	20 63%	3 9%	1 3%	6 19%	0 0%	2 6%	0 0%	0 0%	28%
Shannon	64	47	73%	30 64%	3 6%	0 0%	9 19%	0 0%	3 6%	0 0%	2 4%	26%
Spink	84	73	87%	45 62%	6 8%	0 0%	19 26%	0 0%	1 1%	0 0%	2 3%	27%
Stanley	35	28	80%	16 57%	4 14%	1 4%	2 7%	1 4%	2 7%	0 0%	2 7%	21%
Sully	7	6	86%	5 83%	0 0%	0 0%	1 17%	0 0%	0 0%	0 0%	0 0%	17%
Todd	23	21	91%	11 52%	1 5%	1 5%	6 29%	0 0%	2 10%	0 0%	0 0%	43%
Tripp	55	44	80%	23 52%	3 7%	1 2%	10 23%	1 2%	3 7%	0 0%	3 7%	34%
Turner	147	127	86%	52 41%	10 8%	7 6%	41 32%	3 2%	6 5%	1 1%	7 6%	46%
Union	341	232	68%	80 34%	28 12%	14 6%	73 31%	11 5%	21 9%	0 0%	5 2%	51%
Walworth	67	55	82%	20 36%	4 7%	3 5%	16 29%	1 2%	8 15%	1 2%	2 4%	53%
Yankton	447	356	80%	121 34%	27 8%	19 5%	144 40%	16 4%	17 5%	4 1%	8 2%	56%
Ziebach	32	26	81%	17 65%	0 0%	2 8%	6 23%	0 0%	1 4%	0 0%	0 0%	35%
<b>Total:</b>	<b>13,199</b>	<b>10,374</b>	<b>79%</b>	<b>3917 38%</b>	<b>929 9%</b>	<b>543 5%</b>	<b>3636 35%</b>	<b>294 3%</b>	<b>734 7%</b>	<b>70 1%</b>	<b>251 2%</b>	<b>51%</b>

*Nurses licensed in South Dakota and residing outside of the state are not included.*

## Employment Data Form

**Employment Information:** Select **ONE** response in each category below that best represents your current practice.

<b>Employment Status:</b> <input type="checkbox"/> Full-time Nurse <input type="checkbox"/> Part-time Nurse <input type="checkbox"/> Full-time other than Nursing <input type="checkbox"/> Part-time other than Nursing <input type="checkbox"/> Volunteer Nurse <input type="checkbox"/> Unemployed <input type="checkbox"/> Retired	<b>Where Presently Employed:</b> County: State: City: Zip Code:  <b>Highest Degree Held:</b> <input type="checkbox"/> Diploma / Registered Nurse <input type="checkbox"/> Associate Degree/RN <input type="checkbox"/> Baccalaureate Degree/RN <input type="checkbox"/> Baccalaureate in other field <input type="checkbox"/> Masters in Nursing <input type="checkbox"/> Masters in other field <input type="checkbox"/> Doctorate (PhD, Ed, DNP) <input type="checkbox"/> Practical Nurse Diploma/A.D.	<b>Type of Position:</b> <input type="checkbox"/> Nurse Management <input type="checkbox"/> Consultant <input type="checkbox"/> Case Manager <input type="checkbox"/> Nursing Program Faculty <input type="checkbox"/> Clinic Nurse <input type="checkbox"/> Staff Nurse <input type="checkbox"/> Charge Nurse <input type="checkbox"/> Inservice Educator/Staff Development <input type="checkbox"/> Advanced Practice Nurse <div style="display: flex; justify-content: space-between;"> <input type="checkbox"/> CNM      <input type="checkbox"/> CNP         </div> <div style="display: flex; justify-content: space-between;"> <input type="checkbox"/> CRNA      <input type="checkbox"/> CNS         </div> <input type="checkbox"/> Other
<b>Principle Field/Place of Employment:</b> <input type="checkbox"/> Hospital <input type="checkbox"/> Nursing Home/Long Term Care <input type="checkbox"/> Nursing Education Program <input type="checkbox"/> Home Health / Hospice <input type="checkbox"/> School <input type="checkbox"/> Outpatient Surgical Center <input type="checkbox"/> Office / Clinic <input type="checkbox"/> Community Health <input type="checkbox"/> Self-Employed <input type="checkbox"/> Other	<b>Formal Education Activities:</b> <input type="checkbox"/> I am NOT taking courses toward an advanced degree in nursing <input type="checkbox"/> I am currently taking courses toward an advanced degree in nursing	

**What percent of your current position involves direct patient care?**

☐ 0%     
 ☐ 25%     
 ☐ 50%     
 ☐ 75%     
 ☐ 100%

**Do you intend to leave/retire from nursing practice in the next 5 years?**

☐ YES     
 ☐ NO

**States other than South Dakota in which you are licensed as a nurse:**

## Reference List

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4. South Dakota Department of Tourism, Office of Tourism (Regions). <http://www.travelsd.com/> (accessed February 2, 2013).
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6. U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. Supply, Demand, and Use of Licensed Practical Nurses (November 2004).
7. Institute of Medicine of the National Academies (2010). *The Future of Nursing Leading Change Advancing Health*. [www.iom.edu/nursing](http://www.iom.edu/nursing) (accessed December 2012).